SUSTAINABILITY REPORT

2021

F.LLI CAMPAGNOLO

CMP

Nucleo

MELBY

Maryplaid coprirsi d'amore

F.LLI CAMPAGNOLO



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Methodology

F.lli Campagnolo assumes responsibility for its activities and is aware that all processes and actions can impact sustainable development.

This year, we present the **first F.lli Campagnolo sustainability report**, manifesting our commitment to a sustainable development plan and providing clear and transparent disclosure to all stakeholders.

Reporting has been carried out following the principles of the Global Reporting Initiative Standards (GRI Standards) published in 2016 by the Global Reporting Initiative (GRI), adopting the “in accordance - core” option. The GRI Standards promote sustainability reporting based on public disclosure of actions contributing to sustainable development.

At the same time, we are guided by the action plan of the 17 SDGs (Sustainable Development Goals) adopted in 2015 by the governments of the 193 UN Member States. This enables us to identify our most significant impacts in terms of economy, environment and society, and to disclose information to our stakeholders in accordance with globally recognised standards.

The period analysed for the first report is 2021. F.lli Campagnolo is at the start of the reporting process. Where data is not available, the company undertakes to improve data collection.

We have decided to begin reporting with data from the facilities that have the greatest impacts. On this basis, the data in the document refers to the Group headquarters located at Via Merlo 2, Romano D’Ezzelino (province of Vicenza), to the two local units at Via Dalla Chiesa and Quartiere Prè in Bassano del Grappa, Trebaseleghe (province of Padua) and Mussolente (province of Vicenza) and the manufacturing facility in Romania. In this initial report, company-owned stores have been excluded from the scope of reporting. These stores are primarily involved in distribution and retail and the company has decided to prioritise its main sites.

For further details on targets, indicators and results, or to comment on this document, please send a request to: sustainability@campagnolo.it.

GROUP HIGHLIGHTS



710 personnel



73 years of history



€ 192 million
turnover



10,500,000
items of clothing
per year

LETTER TO STAKEHOLDERS



F.lli Campagnolo closed 2021 with its best results yet, despite the complex period of the pandemic that proved a great challenge to businesses and citizens, forcing everybody to react with swift and unprecedented responses to the problems that arose.

It is important to remember that this result was not achieved alone. We are more keenly aware than ever of our responsibility to those who have made this possible, first and foremost our employees.

We decided to thank them with a special end of year bonus, as recognition of the support they have given us in a time of unprecedented uncertainty.
Awareness of our responsibilities is founded on respect for people, their time and their efforts, and of care for the area in which we operate — a great resource and a fundamental and precious asset — care for all those who support us... care for you.

A healthy business requires a healthy local setting and community, and we have always been committed to this. We believe strongly in the social utility of business and its role in generating value beyond profits, making a contribution beyond our products. Over time, our community and our local area has grown, and we can no longer look just beyond our site. We must look further, because the environment around us needs our help, just as our local community does.

As a family and a company we have always limited our waste. The memory of our grandmother Maria, working leftover pieces of wool at the end of the day to create new multi-coloured balls of yarn, is alive in all of us as we guide this company that she helped to establish back in 1948.

Staying true to our history, values and roots, we feel an obligation to continue on a path of sustainability. Today, this is approached with important methods and tools that enable us to make an ever greater contribution.

Ethics drives well-being in a virtuous cycle that naturally gains momentum.

Our growth must be coherent and just for those who support us and all those around us. We want to take an active and proactive approach in these challenging times. This is why we are committed to small positive changes, as we have always been, which enable us, step by step, to chart a course respecting the environment and our community.

In 2021 we made the important decision to launch the process that has led to publication of this report, as a tangible demonstration of our efforts.

The Campagnolo Family

PH. BASSANO NEWS

THE COMPANY

A **Family History**

The initial pages in the history of F.lli Campagnolo tell the story of a young mother setting an example with great determination and teaching her children how to face life's challenges.
The five brothers soon grow into men, with a long-term view and driven by their belief in the future.
Strong business acumen is a family trait, driving the company to progressively establish its position as a leader at the international level.

It is 1948, in the difficult post-war years. Maria Disegna is a young widow with five children to raise. She starts to run a **a market stall in the town square of Bassano del Grappa**, which just a few years later is transformed into a proper family shop.
1956 is a key year: opening of the shop Casa della Lana marks the start of wholesale operations, and the next year industrial production of hats and sweaters is launched with installation of the first automated machinery.
Over the next 20 years, the company enjoys continuous growth and development. In 1960, the company Campagnolo dott. Andrea e Mario S.a.s. is established, dedicated to the wholesale of sewn goods, knitwear, hats and other items, with creation of the Astro brand.
1965 sees a real milestone: the **first F.lli Campagnolo company** is registered with the Chamber of Commerce and machinery is purchased to manufacture jacquard fabrics.

Year by year, the company grows and in 1973 F.lli Campagnolo S.p.A. is established, with 230 employees including manufacturing, office and sales personnel.

Growth

The year 1982 marked the start of real expansion into **international markets**. Currently, F.lli Campagnolo is made up of multiple entities, all fruit of extensive business experience in the textiles industry, led by various family members. With over 700 employees, more than 10 million products are introduced to the market, including “commercialised” and “industrialised” production.
This is a vertically-integrated organisation that **controls the entire manufacturing process**, from yarn to delivery of the finished product.

Led by the Campagnolo Family, today multiple collections are manufactured and sold under various brands, each with a specific brand image: **CMP, Melby, Nucleo, Maryplaid and FC F.lli Campagnolo**.
The goal remains to satisfy customers seeking products with authentic and original style.

Milestones



1948

The difficult post-war years. A widow with five children to raise. Maria Disegna runs a market stall in the town square of Bassano del Grappa.



1954-’57

Opening of the family shop, Casa della Lana. Start of wholesale operations. Manufacturing of hats and sweaters is launched with installation of the first automated machinery.



1960-’65

The company Campagnolo dott. Andrea e Mario S.a.s. is established, dedicated to the wholesale of sewn goods, knitwear, hats and other items, broadening the range through purchase of machinery to manufacture jacquard fabrics. The first F.lli Campagnolo company is registered with the Chamber of Commerce.



1973-’80

F.lli Campagnolo S.p.A. is established, with around 230 employees including manufacturing, office and sales personnel.



1978

Addition of tracksuits to the product range supports the company's entry into the sportswear market. Turnover exceeds 16 billion Italian lira. The photo shows the four Campagnolo brothers modelling the first tracksuits.



1982-'88

Expansion into international markets begins with supply contracts for Puma and Reebok. Extension of the Via Merlo headquarters with creation of 22,000 m2 of floor space. Establishment of F.lli Campagnolo Gmbh in Germany to market the brand.



1991-'96

Fleeces are added to the collection and prove to be a key driver of growth and success for the company. Employee numbers rise to above 400. For the first time, F.lli Campagnolo participates at ISPO, the largest sports-industry trade show. Opening of the first in-house manufacturing facility in Romania. 1996. Acquisition of the Melby brand for children's clothing, ages 0–16.



2000-'05

Turnover rises to 140 billion Italian lira. Introduction of the first ski collection. The Maryplaid brand boosts the product range, entering retail with a medium-high positioning in the homewear market. Creation of a franchising project for children's clothing under the Nucleo brand. Participation at the Pitti Bimbo event with the Melby brand. Introduction of the first outdoor collection. Introduction of softshells in the sports collection. The softshell will go on to become an iconic garment in the outdoor collection.



2010

The brand CMP is born, dedicated to ski, outdoor and sportswear apparel and accessories.



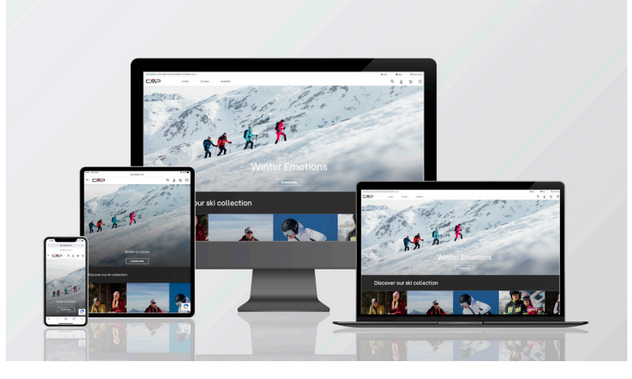
2012-’14

Introduction of the first quilted jacket in the CMP collection contributes to brand popularity in Italy and abroad. CMP makes vivid colours its distinctive feature. The CMP brand relies on brand notoriety for its position as a key player in the outdoor sector. Introduction of the first footwear collection. Campagnolo Austria Gmbh is established.



2015-’20

50 years of business is celebrated with a big party that includes public spaces, with a fashion show in the courtyard of the Civic Museum and a dinner on the Ponte di Bassano bridge. Introduction of the CMP Trail Running range and creation of the monobrand store plan for CMP with opening of the first location in Cortina d’Ampezzo. First edition of the CMP Trail Event in Bassano del Grappa. Establishment of Hangzhou Bassano Trading (China). Milestone reached of 500,000 pairs of CMP footwear. Opening of CMP flagship store in Milan. Turnover exceeds € 160 million. Introduction of helmet and backpack ranges. Establishment of F.lli Campagnolo France Sarl. Introduction of the new Unlimitech range: a multifunctional collection for various sports such as trail running, ski touring, cycling, trekking and hiking. Establishment of F.lli Campagnolo Switzerland SA.



2021

Record turnover exceeding € 190 million. Upgrading of the CMP e-commerce platform and more than 1.5 million pairs of footwear sold. Establishment of F.lli Campagnolo San Marino Srl. Awareness of the need to plot a sustainable course is recognised. This includes renovation of the company canteen and consolidation of the welfare package.





Organisational Structure

F.lli Campagnolo S.p.A. started out as an organisation with a vertical structure capable of controlling the entire manufacturing process, with various levels and phases that differ for commercialised and industrialised production.

The Group has five brands with four in-house manufacturing facilities located in Italy and Romania, as well as a preferred supplier in Tunisia. Figures are amongst the highest for the sector, starting with average fleece production, totalling 200,000 kg annually.

The combination of outdoor, leisure, fitness, fashion, children's and homewear textiles represents a **broad portfolio of products to meet many different needs**, creatively interpreting trends with a blend of style and comfort. Current collections include over 3000 different articles.

477 employees in Italy

233 employees in Europe

3000 new models every year

Ownership and **Management**

The **founding family** of historic company F.lli Campagnolo still has full ownership. This is a mark of passion and determination, believing in the things we love. Corporate bodies include:

- The **Board of Directors**. This is made up of members of the family of owners who handle all economic, environmental and social issues. The governance body seeks the advice of specialist external consultants wherever necessary.

- The **Board of Auditors**. This board oversees the activity of the directors and ensures that management and administrative activity is performed in accordance with laws and the company bylaws.

The Romano d'Ezzelino site houses the following management and operational areas: commercial, marketing, graphics, e-commerce, retail, human resources, sustainability, outsourcing, safety, purchasing, administration, finance and auditing, IT and logistics. Significant space and resources are dedicated to showrooms and operations for design, product development, prototyping, samples, cutting and additional activities such as printing, and machine embroidery. This complex organisation aims to control all phases of manufacturing. The goal of this is to guarantee that every garment is the result of quality research rooted in the values of the most authentic Italian style.

There are five storage, receipt and goods-shipping warehouses.
Two warehouses also house specific manufacturing phases such as weaving and finishing.
The headquarters has one of the five warehouses and the main factory outlet.
The Trebaseleghe site contains the warehouse for the Melby brand and a factory outlet, while the other three warehouses are located in the area around the main site and are primarily dedicated to the CMP brand.



Group Organisational Chart

F.lli Campagnolo S.p.A.

Italy

1 head office

2 production facilities

2 factory outlets

5 warehouses

Retail

Distribution

Retail

Retail

Production

Services

F.lli Campagnolo Gmbh (Germany) — 100%

Campagnolo Austria Gmbh — 100%

F.lli Campagnolo France Sarl — 100%

F.lli Campagnolo Switzerland Sa — 100%

F.lli Campagnolo SM Srl (San Marino) — 100%

F.LLI CAMPAGNOLO PRODIMEX SRL (ROMANIA) — 100%

95.54%

S. C. SAMTEX JIBOU (ROMANIA)

TINTESS SPA (THIENE-VICENZA-ITALY) — 17.54%

HANGZHOU BASSANO TRADING CO., LTD (CHINA) — 100%

Red boxes = reporting scope

Group People

	Fixed-term contract	Permanent contract	Total
ITALY	118	359	477
ROMANIA	3	195	198
OTHER COUNTRIES	3	32	35

	Full time	Part time	Total
MEN	177	28	205
WOMEN	357	148	505

	Fixed-term contract	Permanent contract	Total
MEN	34	171	205
WOMEN	90	415	505

	Blue-collar workers	White-collar workers	Management	Executives	Total
MEN	135	64	5	1	205
WOMEN	209	293	3	0	505

Our DNA:
a **customer- centric** approach

The customer is the beating heart of our business. Our creations all begin with the customer, meeting their needs as effectively as possible. We imagine all of the situations our products may encounter in the lives of the people who choose them, striving to offer a unique experience.

Our customers are drawn to **current and accessible** articles. This requirement is met by providing quality products at a fair price: our customers recognise the intrinsic value of the products they choose.
This characteristic has always been appreciated, also in foreign markets that value quality without compromise.

The style of our collections is characterised by **functional design**. Users of our products should feel relaxed with complete freedom to partake in any activity they choose.
There is a focus on the whole family: we provide clothing for infants, children, teenagers and adults, providing everybody with products that suit their style.
We like to provide a choice of different models and colours.

Collections are “on-point and aligned” in terms of value and response to the emerging needs of the market, establishing the right balance between quality and price.

This is what we are seeking, with commitment and determination, to transmit through our business.









VISION

Improvement through
our **passions**

MISSION

Creating **products** that allow **customers to express their true essence**. The people who wear our products can **bring their dreams** and **desires to life**, free from limits.

VALUES

We do what we love, and **we love what we produce**.



The values and principles that inspire us are the same that the generation of Campagnolo brothers and sisters still firmly in control of the company grew up with.
These values represent us, as humans and as an organisation, and we want to share them every day through our work.
We have strong foundations: **responsibility** and **honesty**.

A sense of responsibility underlies the guiding principles of the company, not only in relation to **employees and suppliers**, but also customers with whom we engage as equals, never establishing dynamics of power.
Our actions are always rooted in honesty: this principle is the basis for all relations between the company and **customers, suppliers and personnel**.

Responsibility and honesty find their full expression in the fairness demonstrated in our approach to business and relations between colleagues.
We aim to share our system of beliefs by setting an example. We define sales terms aimed at generating positive impacts also for our customers and commercial partners.

We are driven by a desire to **foster empathetic** relationships between people. We understand empathy as always placing ourselves on the same level as those we engage with, striving to understand their needs and develop a relationship that is positive for all parties.
Precisely due to the importance of this value, we know that it is possible to **freely** express ourselves and share ideas that are positive for the Group.
F.lli Campagnolo can therefore be considered an **accessible** organisation. Strengthened by a sense of responsibility, there are no barriers of role. Hierarchy is not an obstacle to dialogue between colleagues, managers and directors. We feel that we are part of a group in which the individual's opinion has great value for improvement of the entire organisation.

This climate feeds **creativity**, in the form of our ability to imagine a better future. This value is expressed in many different ways. It certainly stimulates **innovation**, with the goal of satisfying the people that wear our clothes. But we believe that creativity involves the ability to take an unconventional perspective. This enables us to capture hidden opportunities, also in situations that may appear to be unfavourable or complex.

We feel that this approach helps us grow, both professionally and as individual women and men seeking to improve ourselves.
Our approach has stood the test of time, and we are encouraged to continue promoting our principles.

OUR BUSINESS

Brand Identikit

WHEREVER
YOU FEEL
EMOTIONS

CMP was founded in 2010 and offers clothing, footwear and accessories collections designed for various uses, from trekking and hiking to road and trail running, skiing, urban life, sports and fitness. Prioritising competence over competition, CMP is for those seeking the excitement of the great outdoors in their everyday life. This is why CMP offers products with an optimal balance of quality, price, style, comfort, sustainability and performance.

CMP also represents a lifestyle: for those who want to be adventurous yet friendly, individual yet tribal, proudly Italian yet citizens of the world, aware and independent in their choices, appreciating value for money, open-minded, curious, ready to experiment, open to new experiences and at home in any environment.

Those who love sports, at any level, place their body, their time and their emotions in the hands of the clothing and equipment they use. They deserve a brand that can become a true companion for life: reliable, driven, competent and authentic, to support them before, during and after sport.



Nucleo is a retail venture that began with a beautiful and ambitious dream: to create a brand representing the overlap of children's imagination and the wishes of their mothers. Creativity, freedom and elegance. Fun, energy and colour.

Style, mood, new trends that capture the imagination and fuel the desire to wear a new look every day. These values are captured in every Nucleo product, standing alongside our essential goal: offering parents quality garments for every requirement.

This culture of great design and well-made products enables us to cater for children from 0 to 16 years in our stores, offering them a warm and welcoming environment, closely aligned with the style of our ranges.

Customers feel completely free to browse, touch and visually experience the colours, patterns and originality of collections.



Melby is a clothing brand conceived, designed and created for the most important people in our lives: our children. Melby creates garments for them that are very high quality and full of character, manufactured with all-Italian expertise and the unmistakeable style that has found new expression in every collection since 1975.

An ability to evolve with the most popular children's fashions and trends, combined with an eye for quality that satisfies parents too, make Melby the perfect brand to meet the expectations of the whole family.

Melby aims to become the best clothing brand at interpreting changes in its target consumer, through visual codes and physical and digital languages, enabling the children and teenagers it is addressing to maintain their identity and express their desire to stand out from the group.

Designed for those who will go far, our garments are made for children and teenagers from 0 to 16 years. This is such a broad age range that it covers all the different facets of life and requires excellent knowledge of the requirements of parents and their children, ready to grow up with their own clear ideas and tastes.

Melby is distributed by 700 retailers across Italy, offering support throughout the country, in addition to a presence in monobrand stores owned by the company.



Maryplaid is a brand dedicated to home textiles, offering covers, bathroom products, furnishings and accessories. Founded in 1995 through the creative drive of Maria Pia Campagnolo, this collection is distinguished by carefully selected materials and original style.
The Maryplaid range also includes a collection of homewear clothing, with sleepwear, including pyjamas and nightrobes, and loungewear. Founded in 2004, the **Maryhome** brand has been carefully developed to offer a comprehensive and coordinated range for ideal home living, leisure and relaxation.
Maryplaid is a brand focused on the home in the broadest and most evocative sense of the word, understood as family, and a welcoming and caring atmosphere. Refined products offer excellent quality and elegant style that finds new expression in every collection.

Since 2007, F.lli Campagnolo has established licensing agreements with clothing brand **Marina Militare**, which gives Maryplaid manufacturing and distribution rights for men's pyjamas and bathroom textiles, sharing the concept of family, loyalty, honesty and a connection with our roots.



FC F.lli Campagnolo: dressing with complete freedom every day

This is our basics, city and active sports collection for adults. It offers simple and matchable garments to tackle all daily activities with complete comfort and freedom of movement. The collection is seasonal, with addition of specialised items for various purposes depending on the time of year.

One key component in our range are tracksuits, a historic flagship product for the company's manufacturing operations. Experience gained in the sector enables creation of a wide range of fabrics and models, suitable for active sports and gentler activities.



Brand Stats

CMP

7,643,440 products

Nucleo

291,662 products

Melby

1,578,461 products

Maryplaid

153,646 products

FC

386,487 products

Private Label

424,500 products



Markets and **Distribution Network**

F.lli Campagnolo's growth has been a gradual but continuous process. From a small provincial family business to a **group of international dimensions**.
Right from the start, vision and a long-term view enabled the founder to take the company beyond national borders. This began in Germany, before moving on to explore more and more new markets.
Today, more than half of production is exported, with the European market playing a driving role, representing 70% of foreign sales.

The Group's commercial philosophy is to offer the market a **constantly evolving range**, created by a substantial team of stylists. Research for materials and collections that seasonally anticipate and interpret new trends are strengths appreciated by international customers.



Austria	Korea	Germany	Latvia	Russia	Turkey
Belgium	Croatia	Japan	Macedonia	San Marino	Ukraine
Bosnia	Denmark	Greece	Holland	Slovakia	Hungary
Bulgaria	Estonia	Israel	Poland	Slovenia	Uzbekistan
Canada	Finland	Italy	Czech Republic	Spain	
Chile	France	Luxembourg	Romania	Switzerland	

F.lli Campagnolo Customers

Value is generated by business customers and end consumers. The category of business customers includes the following:



Multibrand stores, where F.lli Campagnolo brands are sold alongside brands of other companies



Monobrand stores



Factory outlets and shops in **outlet villages**



Corners in department stores

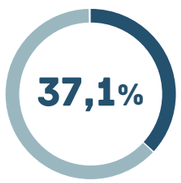


E-commerce

Consolidated revenue by country:



Germany



Italy



Austria



Spain



Poland



Switzerland



France



Scandinavia



Other

The country that generates the greatest value is Germany, the nation where foreign growth began when the company was starting out.

Italy continues to be one of the core markets.

Our Supply Chain

The Group has always partnered with **selected suppliers** that uphold strict standards of conduct, guaranteeing product quality and safety and maintaining a correct balance of quality and price.

In the F.lli Campagnolo business model, the supply chain is of fundamental importance. Its correct management is essential for the success of manufacturing and commercial operations.



IN-HOUSE DESIGN



OUTSOURCED MANUFACTURING



IN-HOUSE MANUFACTURING

Further confirming the desire to establish **lasting relations solidly rooted in trust**, the majority of group suppliers are longstanding partners. Relationships are so strong that many are involved in R&D, supporting the Style and Product Division. The entire process begins with the **style department**, researching new trends, feedback from the market, and analysing historical data and forecasts.

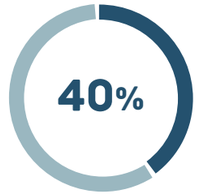
The next step is carried out by the **pattern-making department**, which handles fitting, sizing and analysis of requirements for raw materials, leading to a prototype created by the supplier, finalisation of the sample garment and finally the launch of production.

In the case of **lines manufactured in-house**, **prototyping** and cutting takes place at the company's own factories. **Manufacturing of garments and ironing** are carried out by group companies and outsourcing factories.

35% of **manufacturing** is carried out in Romania through the subsidiary Samtex, 40% in Tunisia through the affiliated company Tunitricot, and the remaining 25% through local Italian factories.



ROMANIA



TUNISIA



ITALIAN FACTORIES

In the case of **outsourced production**, F.lli Campagnolo imports products manufactured according to rigorous design specifications shared with suppliers.

Suppliers are primarily located in the Far East.

In-house Manufacturing

Manufacturing of **fleece** is a core activity for the company and represents its flagship product. Every year, factories owned by the Group produce approximately **200,000 kg** of fleece.
Yarn is processed at company factories in Bassano del Grappa and in Romania, where the raw fabric is produced. The subsequent **dyeing** phase is performed at the subsidiary Tintess or in Romania, at the subsidiary Samtex.
The final **finishing** phase, determining the quality of the finished product, may be carried out at the in-house site in Bassano del Grappa or in Romania.
At this point, the fabric is ready to enter the in-house production cycle for cutting, product manufacture and ironing.

New Footwear Market

Footwear is a **fast-growing business** segment that the company introduced in 2014 with the CMP brand. For development, the company decided to rely on the experience of selected external suppliers who play a fundamental role, working closely alongside the appointed division for the **development of samples** and subsequent **production phase**. Requirements are very strict in terms of quality, safety and price balance.

37,818
pairs in 2014

1,462,175
pairs in 2021

+19%
of turnover

STAKEHOLDERS AND MATERIALITY ASSESSMENT

To introduce sustainable strategic innovation into the F.lli Campagnolo business approach, we have attempted to identify the topics that may be strategic for the company.

The starting points for this are the guidelines of the Global Reporting Initiative Standards and the UN 2030 Agenda Sustainable Development Goals. Assessments were carried out across the business areas involved: management, purchasing, logistics, production, manufacturing, marketing, sales and human resources. Through this process, the topics of importance for F.lli Campagnolo have been identified and submitted to all stakeholders.

Stakeholder Mapping

Our stakeholders are integral to the company's operations. We work with them on a daily basis, supporting each other and working for a common goal: continuous improvement. We work hard to build a sincere dialogue rooted in principles of trust, fairness, loyalty and respect.

Every stakeholder is essential for our organisation and therefore we work to **strengthen relations and generate value**.



Suppliers: there is a long-standing relationship of reciprocal trust. We select our suppliers carefully evaluating the balance of quality, service and price.



Employees: there is a strong sense of responsibility towards employees, who feel part of a family.



Agents: we have built close partnerships founded on respect for one another.

F.LLI CAMPAGNOLO



Owners: a family story of true determination.



Customers: this is the most complex and varied category of stakeholders, which we constantly strive to satisfy.



Community: we support the local area and beyond, listening to the needs of the collective.



Investors: they believe in the stability and sustainability of our business.

Materiality Matrix

In 2021 we launched the materiality-assessment process, in accordance with GRI standards. This has enabled us to:

- identify priorities from a social and environmental perspective to include in our strategy
- measure the impact of sustainability actions on our ability to generate value
- evaluate the significance of our commitment for the main stakeholders.

This process involved various steps.
The first was **analysis of the company and its values** using two different tools: a rating that enabled us to highlight our strengths and weaknesses in a "3P" logic (profit, people and planet) and the "4D canvas" to visually map the main impacts of the value chain, in terms of activities and processes that are essential for our business.
The analysis was then furthered with a **market study**, to explore how the sector is developing in ESG (environmental, social and governance) terms. Specifically, we have analysed which topics are considered most important, through content on websites and sustainability reports published.

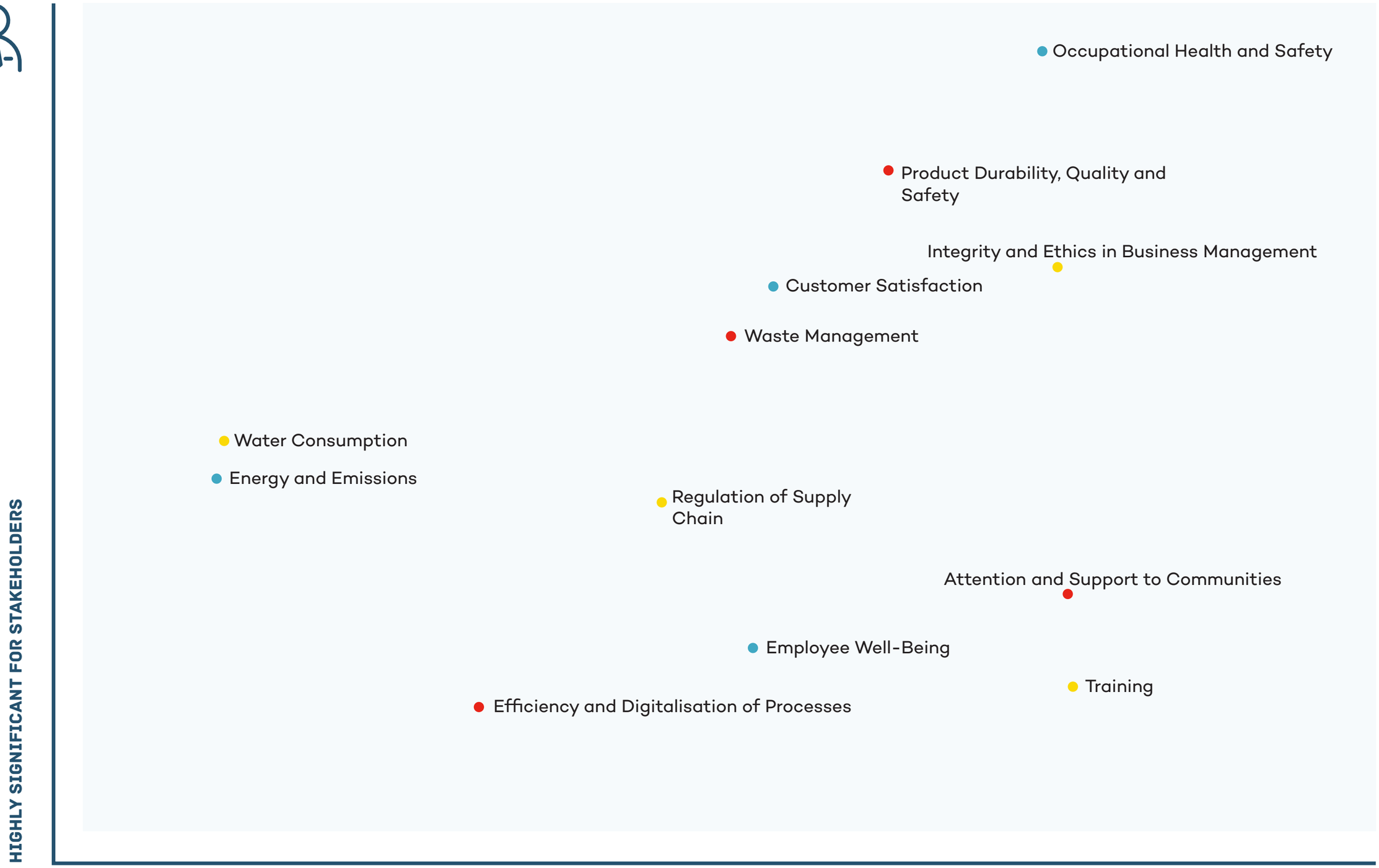
Later, we actively involved **strategic stakeholders**, both **internal** (employees and owners) and **external** (suppliers, customers and agents), through online surveys to gather quantitative and qualitative feedback on specific needs for each topic.

The **engagement phase** has highlighted the priority topics for parties involved. Activities with an impact on the economic, social and environmental performance of our company and an impact on the decisions of our stakeholders.

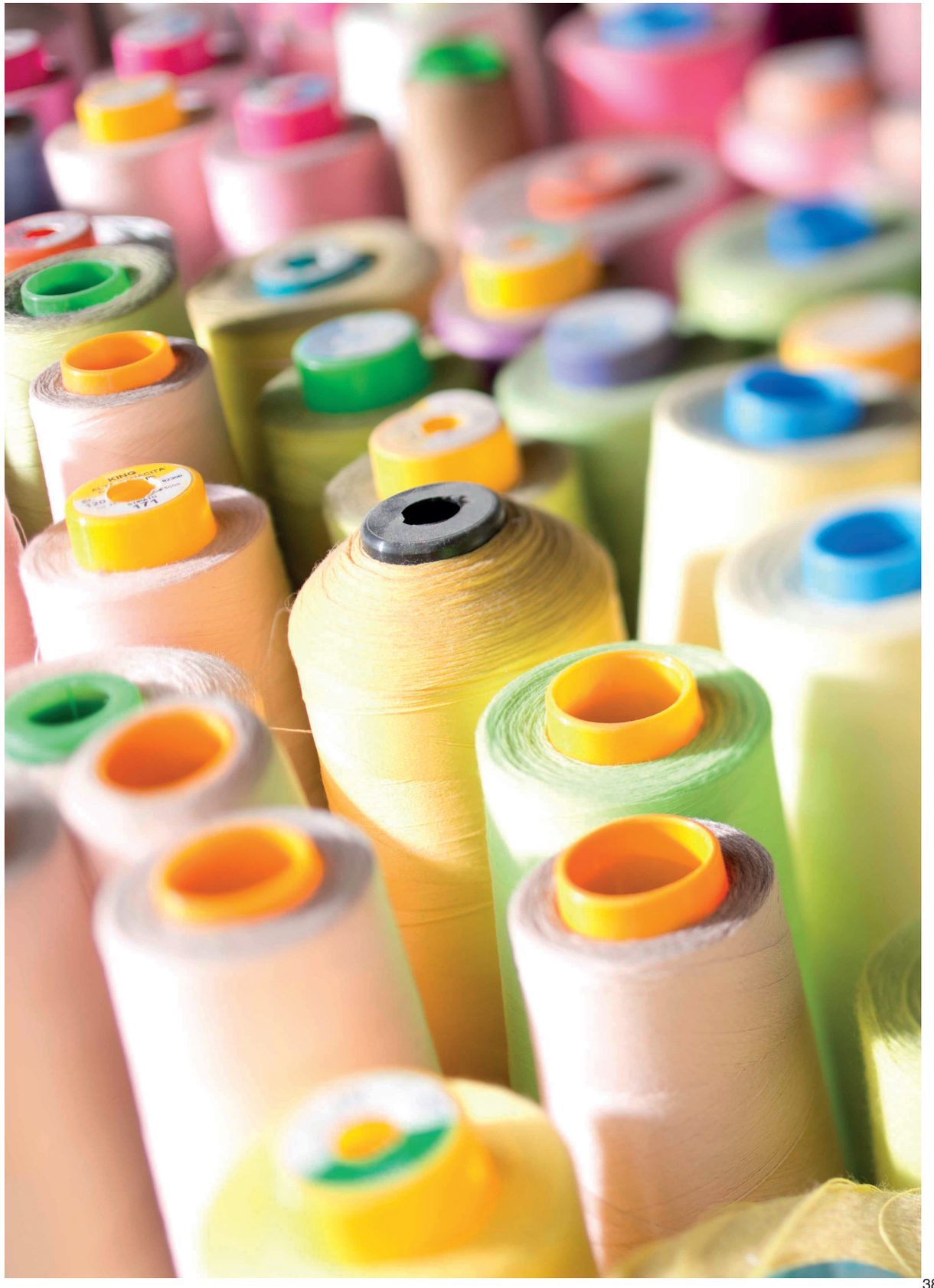
The materiality matrix presents the topics identified as most significant for our business and for stakeholders.







F.LLI CAMPAGNOLO



Material Topics

These topics have been submitted to our stakeholders using a questionnaire. Analysis of the results for this questionnaire has led to identification of topics as material which have a value greater than the average for the categories of internal and external stakeholders.

The topics identified have been linked to the UN 2030 Agenda Sustainable Development Goals, implemented with possible actions for improvement and reduction of impacts.



OUR INTENTIONS FOR SUSTAINABLE DEVELOPMENT

F.lli Campagnolo has defined the sustainability goals it aims to achieve in the coming years. Firstly, the company will maintain its commitment to the goals it is already working towards.

It aims to pursue more responsible production and also engage, through the distribution network, with customers and end consumers for a more sustainable approach to consumption.



Environment

- Adoption of an environmental-management policy.
- Energy analysis and plan for reduction of consumption based on results of the carbon-footprint analysis.
- Analysis of life cycle of continuing products.
- Reduced paper usage through digitalisation of processes.
- Evaluation of initiatives for the repair of clothing at own stores.

Social

- Definition of a policy to attract talent and promote professional growth.
- Identification of ambassadors within departments to extend sustainability initiatives throughout the company.
- Analysis of organisational climate at the headquarters, to be extended to other sites.
- Adoption of a system for improvement of in-house corporate communication and to increase employee engagement.

Governance

- Preliminary steps for a quality management system.
- Possible ethical or environmental business product guidelines.
- Evaluation and definition of criteria for selection of suppliers.
- Creation of a system to gather data on environmental and social impacts.

CORPORATE GOVERNANCE



Sustainability team

Demonstrating its commitment to sustainability, F.lli Campagnolo has created a team that is operationally responsible for coordinating sustainability initiatives and related internal and external communications.
A new figure has been appointed: the **Sustainability Manager** heads the team, composed of division managers.

The sustainability team has the goal of **gathering and monitoring information** on current and future initiatives. It also shares and **promotes awareness** of sustainability topics throughout the company.

Integrity and ethics

At the end of 2021, F.lli Campagnolo worked on drafting the document that sets out its **commitment to moral integrity and social responsibility**.

The code of ethics is a document that brings together the **values, principles and rules of conduct** that must be upheld by all stakeholders that the company collaborates with.

Through the code, the company intends to clarify its own ethical and social **responsibilities** towards internal stakeholders (owners and employees) and external stakeholders (partners, suppliers, public entities and customers), to find a balance between the interests and expectations of the parties involved.

Adherence to the code of ethics is achieved by developing and promoting a highly professional approach and prohibiting any conduct that may contravene applicable regulations or the company's own principles.



Value generated and distributed

BALANCE SHEET FIGURES	
Assets	**214,417,917**

BALANCE SHEET FIGURES	
Financial debt	56,518,101
Cash and cash equivalents (*)	-65,860,814
Net financial debt	**-9,342,713**
Share capital	12,000,000
Other components of net worth	92,906,580
Net worth	**104,906,580**

(*) included in Assets

Information on the creation and distribution of economic value provides a general idea of the creation of wealth by an organisation for its stakeholders. This is useful to identify a direct monetary figure going towards local economies.

From this value, it is possible to assess the wealth distributed during the reporting year to these areas:

- Remuneration of personnel
- Suppliers
- Remuneration of Public Administrations
- Remuneration of debt capital
- Remuneration of risk capital
- Donations and contributions to associations

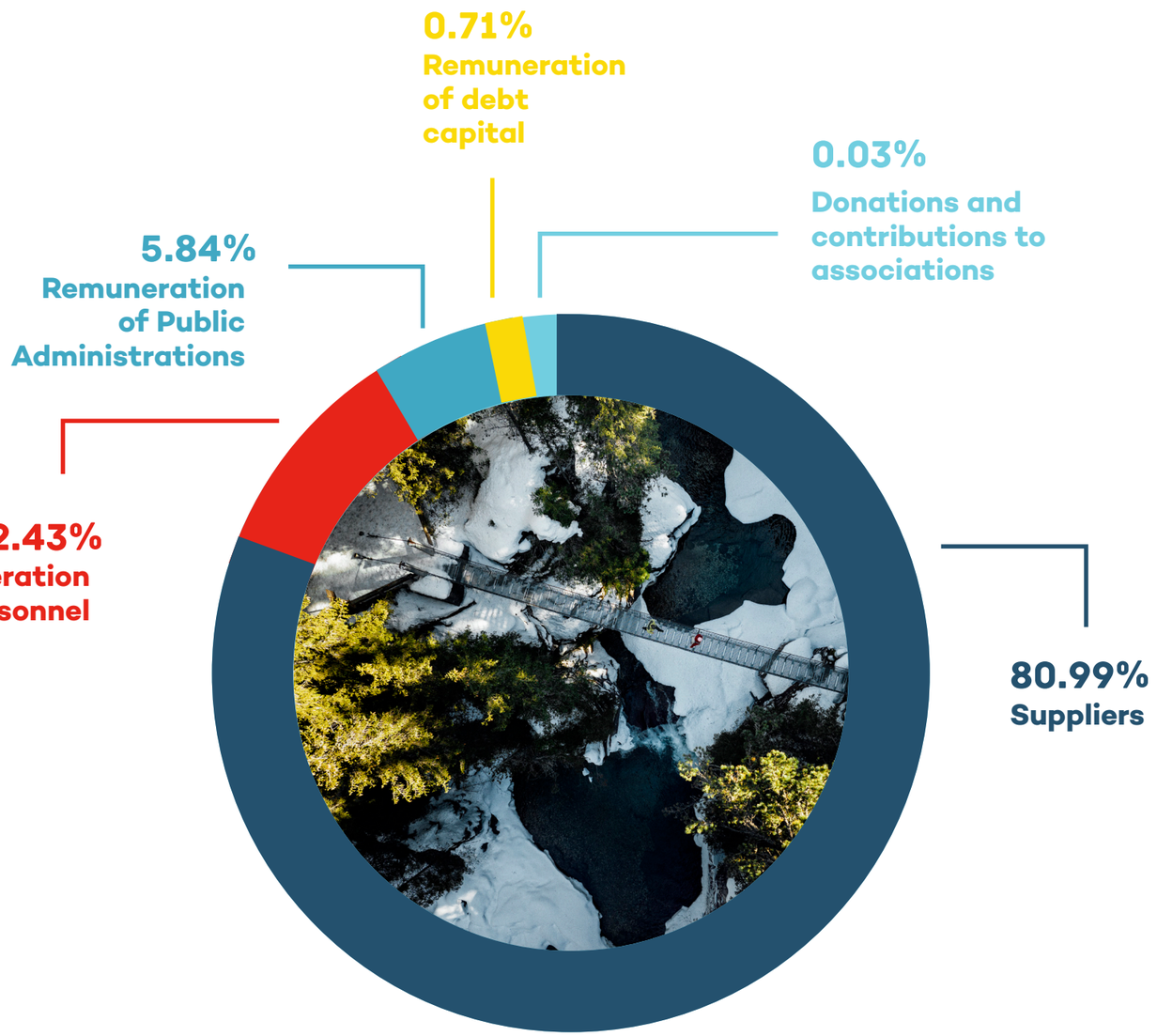
ECONOMIC VALUE GENERATED	2021
A) Production value	**197,428,003**
1. Revenues from sales	192,834,711
2. Changes in inventories for work in progress, semi-finished and finished products	(718,975)
3. Increases in fixed assets Work in progress	
4. Other revenues and income	5,312,267
Core-production revenues	**197,428,003**
B) Secondary and non-recurring components	**1,115,694**
1. +/- Secondary operations balance	1,115,694
Total economic value generated	**198,543,697**

ECONOMIC VALUE DISTRIBUTED	2021
A) Remuneration of personnel	**20,458,385**
B) Suppliers	**133,307,514**
1. Consumption of raw materials, consumables and goods	97,077,679
2. Costs for services	31,599,586
3. Costs for third-party assets	4,630,249
C) Remuneration of Public Administrations	**9,619,113**
D) Remuneration of debt capital	**1,169,560**
E) Remuneration of risk capital	**-**
F) Donations and contributions to associations	**40,788**
Total economic value distributed	**164,595,360**
% economic value distributed	*83%*

Distribution of F.lli Campagnolo value

ECONOMIC VALUE WITHHELD	2021
A) Amortisation, depreciation and write-downs	9,578,177
B) Profit not distributed	24,200,933
C) Deferred and prepaid taxes	169,227
Total economic value withheld	33,948,337
% economic value withheld	*17%*

Total economic value distributed	83%
Total economic value withheld	17%





Efficiency and **digitalisation** of **processes**

Digitalisation has a key role for the company and for stakeholders. Through projects for continuous improvement, the company aims to **simplify processes** and **reduce human error, automating activities**.

Order management represents one of the key areas of interest for digitalisation. Through a digital portal, agents enter orders and send them immediately to the company sales office. The order-management system enables acceleration of the production launch phase. Everything is already recorded and progressively correct.
This approach has become even more valuable since 2020/21, when the pandemic created difficulties in managing deliveries from suppliers, primarily located in the Far East.

Monitoring of order statuses is also digitalized and customers can view documents and submit restocking orders. Availability of goods in the warehouse is constantly updated and can be consulted in real time. This feature forms part of the “Never Out of Stock” project: for certain products, business customers are guaranteed to always have our articles in stock.

Photographic flows and archives for all brands have also been digitalized using a system that simplifies the work of photographers, adopting automatic systems for acquisition and partial processing of images.

From 2019, stores have been installed with **multiplatform software** enabling management of processes, also offline, on any device, both mobile and using a traditional POS terminal. This system also enables management of omnichannel processes and customer loyalty or digital gift-cards.

Product durability, **quality** and **safety**

Great care is taken with the garments produced, particularly those for children. **Tests** are carried out to ensure the absence of harmful substances or those that may cause allergies.
In 2021, zero non-conformities were identified for impacts on health and safety of products.

Quality control begins upstream, during pattern-making and prototyping.
From the start, the garment is fitted and adjusted down to the last detail.
Washing tests are carried out on fabrics and finished articles to ensure that colours do not bleed.

In the case of footwear and industrialised products, further controls are performed in the production chain enabling immediate correction of any problems.

For commercialised production, checks are performed on arrival of the goods at warehouses, before shipment to the various stores.
Controls are carried out on a varying number of sample garments, on different batches, for each product code and colour version.
During this phase, it is also checked that all instructions given to the supplier during prototyping and sampling have been followed.
For industrialised garments, these checks are performed directly at the production sites and sometimes also at the warehouse.
For footwear, checks are performed both during production and on arrival of the footwear at the warehouse, with the same procedures described for commercialised production.

In any case, F.lli Campagnolo always responds swiftly to any complaints in extreme and verified circumstances, withdrawing faulty goods from the market.

There is a focus on making products as long-lasting as possible. On this basis, wherever possible and economically sustainable, customers are supplied with spare parts (e.g. zips, rivets or other parts subject to wear) that may be replaced.



Product certifications and **marks**

For years, F.lli Campagnolo has been committed to achieving **OEKO-TEX® Standard 100** certification, guaranteeing quality and safety. This is in addition to **GRS (Global Recycle Standard)** product certification, recognised as the most important international standard for sustainable production of clothing and textiles using recycled materials.

The company has also established partnerships over the years with leading companies offering the best technology on the market and materials used to manufacture the garments.





Customer satisfaction

It is essential for the company that customers perceive just how important they are. This drives the commitment to create products of value.

The most important and highly appreciated service for business customers is constant and immediate **availability of stock**. This is why F.lli Campagnolo plans to ensure available stock for certain specific models categorised as “continuing”, that customers may reorder throughout the season.

There is a great focus also on the end consumer, with significant commitment to implementation of the **e-commerce** channel.
The new website was launched in September and is far more functional and efficient than the previous one. The implementation process, progressing since the start of the year, has involved various areas, from logistics to administration, with simplification and automation of many processes linked to e-commerce.

Regarding the **after-sales service**, F.lli Campagnolo is available to evaluate any problems, although requests for returns and complaints are limited.
In addition, with a view to extending the life of products sold, where possible, the company may send out spare parts and accessories to repair and replace worn parts, free of charge. This is a real sign of responsibility and safety with regard to the level of quality of products sold.

In 2021, zero non-conformities were identified regarding product information and labelling.

OUR PEOPLE



Employee well-being

From a small family shop, over the years our Group has grown, also expanding into international markets. But we never forget our origins and the area where we were born and grew up. Many employees originate from the area and have been working with us for a long time.
This generates a family environment in the company.

And just like one big family, there is a **strong sense of responsibility towards employees on the part of the owners**. Those who work at F.lli Campagnolo find a tangible response to important needs, with a simple and respectful approach.
The same care is also adopted outside the company, supporting the **well-being of the local area** in which the company operates, made up of organisations and individuals.

All official actions taken for the **well-being and health of employees** arise from this spirit of simplicity and concrete action.

At F.lli Campagnolo, working hours are adequate and balanced.
Remaining in the office beyond the contracted hours is not incentivised and this promotes a healthy work-life balance for each individual.





Welfare plan

The company has a structured welfare plan. Three types of bonuses are available.

PRE-HOLIDAY BONUS

LONG-SERVICE BONUS

PERFORMANCE BONUS

Pre-holiday bonus: this annual bonus was established in 1994 and is paid to all employees (on the basis of the same criteria as the 13th month payment) in August.

Seniority bonus: this involves payment of a fuel bonus to all employees who have been with the company for at least six months.

Performance bonus: this bonus is calculated based on the results achieved in the relevant period. The figure assigned may be spent partly as vouchers, and partly as with other spending, through reimbursement of spending. Alternatively, it may be received with standard pay, without application of tax.

2020–21 Bonus

At the start of 2022 a significant performance bonus was issued to employees of € 1000 for the results achieved in the final two-months of 2021 compared to the average for the same two-month period in 2019 and 2020.

Initiatives promoting employee well-being

Other actions are also taken to promote the well-being of those working at F.lli Campagnolo.

Affiliations with commercial entities

There are many affiliations with commercial entities operating in the local area. These include grocery stores, clothing stores, gyms, pharmacies, opticians and more. Employees have the right to specific discounts at these affiliated businesses.
This initiative has dual benefits. Employees can certainly benefit for their purchases. Secondly, we incentivise commercial development of small businesses across the area.

A gift set for newborns

Every time a baby is born is a moment of joy for F.lli Campagnolo. This is why the company gives a gift set containing clothing for newborn boys and girls.

Gifts for special events

Just like every family, it is wonderful to mark important moments in our lives. At F.lli Campagnolo there is a tradition of celebrating particular events such as weddings and retirement. On these occasions, the company gives a gift, as a mark of participation, closeness and good wishes.

Water project

During the year, various points around the company have been equipped with dispensers for filtered still and sparkling water, which all employees have free access to. This project has a dual aim. Firstly, it has a positive impact on the usage and consumption of plastic. Secondly, it benefits all employees, who have access to the service.
In 2022, it is planned to provide all employees with water bottles, further promoting this project.

The new canteen

In 2021 an important project was undertaken to redevelop the canteen, involving not only the structure itself but also the service issued to employees. Redevelopment breathed new life into the space that houses the canteen.
The new environment for the canteen area was created with particular attention to energy efficiency. In addition, the room has been equipped with ventilation and soundproofing panels. For the furniture, tables from originating from shops were utilised, which were still in excellent condition.
It was also decided to take the opportunity to improve the quality of the service offered by changing catering companies.
A transition was made to an approach similar to mass retail, selecting a local food business.
This enables a level of food quality and strengthens connections with the local area. This new supplier places particular importance on the selection of raw materials, often sourcing them locally.

The company has always covered the majority of costs for the canteen, leaving employees to pay a nominal fee.
With the new service, despite increased costs, it was decided not only to cover the costs of the price increase but to reduce the contribution made by users of the service.

Romania Factory

In Romania too, there is a commitment to attracting personnel with professional training suitable moral and ethical conduct. There is a drive to employ young staff who can be professionally trained.

Salary levels are fair and aligned with the market. In this context, food vouchers are issued on a monthly basis, with application of a favourable tax system.
Every day, the company works to maintain a responsible working environment characterised by reciprocal respect.



Occupational health and **safety**

Occupational health and safety is regards the regulations that employers have to observe in order to guarantee safe performance of professional activity.

For management of this area, the company observes Italian Legislative Decree 81/2008, which sets out the methods for risk assessment and prevention and protection measures. This procedure has four micro-phases:

1.Analysis of working activities and related risks to health and safety.

2.Creation of Risk Assessment Document

3.Information and training, to identify any hazards or dangerous situations. We are organised so that reports are made to appointed personnel or left in specific boxes.

4.Medical records, to investigate accidents. There is a procedure for gathering forms regarding accident details.

5.Removal, in order to avoid situations considered at risk of causing occupational injury or illness.

Risk assessment has enabled identification of hazards in the workplace and in relation to activities that pose risk of serious accident.

On the basis of these analyses, certain additions have been made to procedures, with constant updating of risk assessments, in order to continuously improve the occupational health and safety management system.

The main accidents involve impacts and contusions. Prevention involves the use of PPE and signage within the site.

All employees are registered with Sanimoda, the supplementary healthcare fund for fashion-industry workers. Registration of workers is mandatory and automatic, and paid with a contribution from the company, as per the national collective labour agreement.

Periodic check-ups are organised with appointed doctors.
Following assessment, procedures may be launched for absence from work based on limitations set out by the doctor or in the case of early maternity leave.

Health and **Safety Training**

To increase **participation** and **engagement** of employees in relation to the topic of safety, meetings are organised with Health and Safety Officer and Worker Health and Safety Representatives and appointed persons, also without a specific prompt.

Health and safety training for employees occurs in accordance with application regulations. Mandatory training courses and consultation with workers' health and safety representatives are organised. These courses handle general and specific training, and there are also specific courses for appointed persons and fire-safety and first-aid courses.

Romania Factory

Occupational health and safety is governed by Romanian Law no. 319/2006.

Number and rate of accidents

Tipologia	Numero di infortuni	Tasso di infortuni*
Infortuni gravi Italia	0	0
Infortuni gravi Romania	0	0
Infortuni registrabili Italia	8	2,42
Infortuni registrabili Romania	0	0

*Calcolato come numero di infortuni/numero totale di ore lavorate x 200.000.



Training

We provide our employees with training courses on safety and HACCP.
In addition, we update and further employee expertise, for example through training on the e-commerce and web-marketing system, and in relation to **ESG** topics.

Total hours of training by employee category

Categoria di dipendenti	Hours (h)
Quadri e impiegati	214 h
Operai	48 h
Dirigenti	0 h

Total hours of training by gender

Genere	Hours (h)
Uomini	102 h
Donne	160 h

Romania Factory

No training courses were held in 2021.





ATTENTION AND SUPPORT TO COMMUNITIES

For F.lli Campagnolo it is standard practice to help local areas and those in need, even when they are not geographically close. Every year products and support are provided to communities, associations and charity initiatives. In addition, it is our standard approach to always respond to requests for help in the event of specific emergencies, such as natural disasters and events with a big humanitarian impact.

In terms of support through events, 2021 was a unique year: many events were cancelled due to the Covid-19 pandemic and therefore contributions to initiatives that we usually participate in were missed.

Initiatives

F.lli Campagnolo participates in various initiatives and events across the local area, donating both materials and monetary support.

AMA MUSIC FESTIVAL

This is a music festival held in Romano d'Ezzelino, with international artists.
It is a very important event for the local area and the artists performing attract people of all ages.
F.lli Campagnolo was a sponsor and offered employees access to discounted tickets.





CHARING GOLF TOUR 2021

This is an touring golf tournament with a social purpose. Various locations in Italy are chosen and each tournament raises funds for charity projects.
The amount raised over the entire 2021 tour of € 100,000 was donated to Istituto Serafico di Assisi.
F.lli Campagnolo provided apparel for the staff and organising committee.











VENICE NIGHT TRAIL

This is the most important event that F.lli Campagnolo participates in on an ongoing basis, providing race packs and apparel for all organising staff. Employees are also offered tickets to participate.
This is an international non-competitive marathon event that counts over 3000 participants each year.
The event is the perfect match for the company: sport as a chance not to compete but to share an experience. Athletes, families and people of all ages can take part.

WEEK 4 KIDS

Since 2018, F.lli Campagnolo has supported this event that involves a week in the mountains for children to enjoy the snow.
In collaboration with ski schools, in addition to the usual lessons, various events and workshops are organised.
This initiative perfectly represents the style of the company. Usually, skiing is associate with races, while Week 4 Kids is designed specifically for children and families, developing interpersonal relationships through sport.
The company participates by providing apparel for the race pack.



Week 4 Kids

FC Bassano 1903

Bassano football club is very important for F.lli Campagnolo, which has made an important contribution to its relaunch. Supporting this football team means supporting the local area, young people and sport.

SAMMY RUNNERS

Sammy Runners is the group of runners and friends that follow Sammy Basso on his sporting adventures, aimed at raising funds for the Sammy Basso Italian Association (A.I.Pro.Sa.B.) to further research into progeria.
F.lli Campagnolo participated again in 2021, providing apparel. This is an important gesture of solidarity and social support for the local area.

MARCO OLMO

Marco Olmo is a CMP ambassador, and a figure that represents the company. The company shares the values he promotes: his lifestyle, his approach to sport and his philosophy.
The connection with Marco Olmo represents a partnership in the truest sense. A special collection has been created for him with a line of footwear that carries his signature. Furthermore, the athlete has helped the company to develop products, testing footwear and clothing and offering suggestions for improvements in terms of quality and performance.



Marco Olmo

TEAMWEAR

In 2017 we signed the first agreement with SCOLES DE SCHI & SNOWBOARD ALTA BADIA launching the TEAMWEAR project. This has posed a new challenge: building a product that offers far greater performance and that is specially developed to meet the requirements of our partner, guaranteeing users maximum performance, comfort and reliability in all weather conditions. Our Teamwear collection therefore offers a very wide range of ski apparel, including jackets, trousers and second layers, guaranteeing warmth and protection to all the members of ski schools, ski clubs and professionals in the industry more generally. Designed with all the style expertise and technical knowledge of our R&D department, and developed and tested with ski experts, this continuous and ongoing collaboration has also enabled improvement in product performance, with a view to constant growth and strengthening of our position, engaging more and more players. We currently provide products for more than 30 ski schools.



LORIS GIURIATTI

Loris Giuriatti has written novels set in the Grappa area during the First and Second World Wars. A lover of trekking, he works as an alpine guide and director of the ENAIP school. He wears F.lli Campagnolo clothing for all of his pursuits.

RESISTERE

Resistere is a literary festival held at the Palazzo Roberti bookshop in Bassano del Grappa. During the event, open discussions are held on various social topics.
Again in 2021, F.lli Campagnolo offered its support, helping to promote culture across the local area. Participation involved the provision of clothing for staff. Employees also had access to tickets at a reduced price.

ELIOS PROJECT

ELIOS is an association founded by businessmen and women in the Pedemontana Veneta area from various industrial sectors. The association's aim is to establish healthcare projects through collaboration with local examples of scientific excellence in the medical and healthcare field. F.lli Campagnolo renewed its support for this association in 2021.
Thanks also to the company's support, in 2021 ELIOS Onlus succeeded in achieving one of its key goals in the social and medical-scientific area. The project saw collaboration with the San Bassiano hospital, offering benefits for all and supporting the health of all citizens across the area.

It involved creation of a hybrid angiography room, making San Bassiano the first public hospital in the Triveneto area to be equipped with a cutting-edge operating theatre enabling doctors to act quickly and precisely, guaranteeing patients safe, quick and mini-invasive surgery.

The **project** in **Africa**

SUPPORTING THE MADRUGADA BISSAU COOPERATIVE

There is ongoing support for this community in Guinea Bissau. The project has healthcare and social aims. F.lli Campagnolo have created a diagnostic department, financing its completion on site.
The project tailor is also supported by sending materials, equipment and fabrics. The strength of this project lies in the desire of healthcare employees and people to become self-sufficient. On this basis, F.lli Campagnolo has decided to provide all tools required for work, with the aim of enabling local people to provide for their own needs.

Support for **educational bodies** and **associations**

BigRock

This project is run in collaboration with H-Farm and supports young people, culture and the local area. It provides a campus for young people to attend highly specific and alternative training courses, with the option to live on site. F.lli Campagnolo supports students by providing clothing.

SBS - Sport Business School Master's

This is a Level I University Master's Degree in Sport Business Strategy, provided in collaboration with the Ca' Foscari University of Venice and Challenge School. It is a full-time residential programme, classified in 2010 in the top-ten courses in the international ranking prepared by the prestigious SBI.
F.lli Campagnolo has provided clothing for young people and offering the chance to partake in training placements at the company, some resulting in employment.

TRENTINO WILD and ADIGE RAFTING

Support for these two associations means promoting river sports. various types of courses are organised, including rafting, canoeing and kayaking, as well as other recreational activities in touch with nature in our area.
F.lli Campagnolo has decided to provide support in the form of clothing for personnel. Company employees also have access to special discounts to participate in courses and activities.

ANA
Italian National Alpine Association

Support for the National Alpine Association is ongoing and considered very important by the company. Again in 2021, the company provided apparel for the management team and polos for operatives appointed to accompany those with visual impairments.

Tourism associations have close ties with the mountain industry

F.lli Campagnolo works closely with APT tourism associations.
Support is provided to various mountain associations with collaborative relationships offering reciprocal help and promotion. The company provides staff clothing for the summer and winter months. Sometimes garments are customised and resold. APTs often support F.lli Campagnolo during photoshoots and frequently get in touch with the company for special projects.



Tourism associations have close ties with the mountain industry

LOCAL WALKING RACES

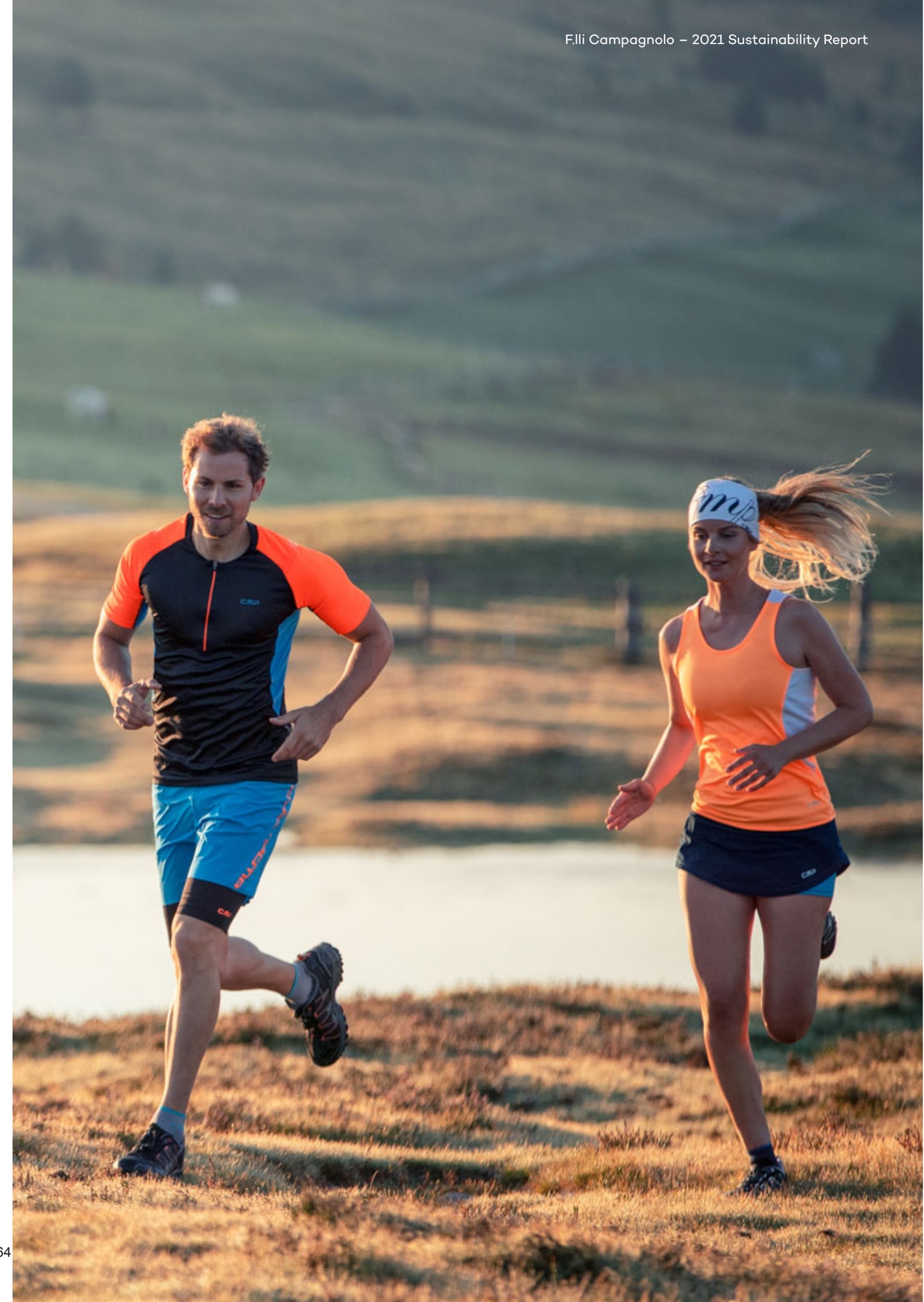
F.lli Campagnolo supports various walking races across the local area, providing prizes for winners.

Romania Factory

There is concrete involvement in social initiatives in Romania too.

Close cooperation has been established with local authorities and the company is an active presence in the community of Jibou.

Strong relationships are in place with schools, various cultural institutions and organisations, sporting associations, the Church and organisations offering assistance to communities.



ENVIRONMENTAL IMPACT

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION

Energy

Energy consumption of the companies considered for reporting, within production processes, are largely attributable to heating, travel using company vehicles and electricity consumption.

	ELECTRICITY	NATURAL GAS	NATURAL GAS
ITALY	**Quantity (kWh)**	**Quantity (m3)**	**Quantity (kWh)***
Via Merlo headquarters	577,068	125,037	1,336,646
Via Dalla Chiesa factory	650,363	171,267	1,830,844
Via Pre' factory	467,731	254,361	2,719,119
Trebaseleghe factory	83,898	29,331	313,548
Mussolente factory	22,992	6,754	72,200
TOTAL	**1,802,052**	**586,750**	**6,272,358**

*Generic conversion factors were utilised to convert fuels into kWh.

	ELECTRICITY	NATURAL GAS	NATURAL GAS
ROMANIA	**Quantity (kWh)**	**Quantity (m3)**	**Quantity (kWh)***
Jibou, Str.Stadionului	886	303,897	3,248,659
Jibou, Str.Garoafelor	7	389,939	4,168,448
Zalau B-dul Mihai Viteazul	521	3,983	42,578
TOTAL	**1,414**	**697,819**	**7,459,685**

*Generic conversion factors were utilised to convert fuels into kWh.

8.36% of energy originates from renewable sources.

ITALY	Quantity (litres)	Quantity (kWh)*
Diesel	26,585	284,457
Petrol	306	2,935
Diesel for vehicle propulsion	110,000	1,177,000

*Generic conversion factors were utilised to convert fuels into kWh.

ROMANIA	Quantity (litres)	Quantity (kWh)*
Diesel	2,179	23,320
Diesel for vehicle propulsion	36,670	392,374

*Generic conversion factors were utilised to convert fuels into kWh.



Emissions

Measurement of carbon emissions enables identification of the impacts of company activity and areas presenting an opportunity to reduce environmental impacts.

Analysis was carried out starting with Italian factories, following the framework set out by the Paris Agreement to limit the increase in global temperature to 1.5°C and in any case below 2°C, compared to pre-industrial levels. Calculations were performed adopting technical standards:

- **ISO 14064 – 1**: Principles and requirements at the organization level for quantification and reporting of greenhouse gas (GHG) emissions and removals.
- **ISO 14072**: Requirements and additional guidelines for effective application of ISO 14040 (“Environmental management - Life cycle assessment - Principles and reference framework”) and ISO 14044 “Environmental management - Life cycle assessment - Requirements and guidelines”) for organisations, outlining the steps for LCA (Life Cycle Assessment).
- **UNI ISO/TR 14069**: Greenhouse gases - Quantification and reporting of greenhouse-gases at the organisational level - Guidelines for application of ISO 14064-1.

A carbon footprint shows the quantity of greenhouse gas emissions generated through the entire life cycle of a product or service.
The carbon footprint of an organisation can be calculated as a Climate Index, preparing an “Inventory of greenhouse-gas emissions” for the company reporting year. The purpose is to understand where and in what quantities an organisation leaves its carbon footprint, enabling subsequent management.

- **Environmental impact categories**: Climate change
- **Indicator**: Global Warming Potential – GWP
- **Unit of measurement**: t CO2eq/year

DIRECT EMISSIONS (SCOPE 1)	UNIT OF MEASUREMENT	TOTAL
Direct emissions from stationary combustion	t CO2eq/2021	349.61

INDIRECT EMISSIONS (SCOPE 2/3)	UNIT OF MEASUREMENT	TOTAL
Indirect emissions from imported energy (SCOPE 2)	t CO2eq/2021	722.72
Indirect emissions from transport (SCOPE 3)	t CO2eq/2021	10058.94
Indirect emissions from products used by the organisation (SCOPE 3)	t CO2eq/2021	23767.56

SCOPE 1		Total CO2
Thermal energy	Super SP diesel	349.61

SCOPE 2	Total CO2
Electricity	722.72

SCOPE 3					Total CO2*
Water consumption	Waste	Waste transport	Material	Transport of material	33,826.5

*Scope 3 is partial



Waste management

Separated waste collection is a simple but essential step that enables more efficient management of polluting waste from production.

Individual and collective efforts enable us to make a difference for the global environment.

Romania Factory

In Romania, waste-management activities are performed in accordance with Romanian Gov. Decision no. 856/2002.

On this basis, we have five contracts with companies authorised to handle the waste from our production activity: fabrics, paper, nylon, domestic waste and hazardous waste.

ITALY	Quantity (tonnes)	Of which hazardous (tonnes)	Of which sent to waste disposal plants (tonnes)
Via Merlo headquarters	164	0	0
Via Dalla Chiesa factory	168	0	0
Via Pre' factory	209	0	151
Trebaseleghe factory	44	0	0
Mussolente factory	2	0	0
TOTAL	**624**	**0%**	**24%**

ROMANIA	Quantity (tonnes)	Of which hazardous (tonnes)	Of which sent to waste disposal plants (tonnes)
Jibou, Str.Stadionului	150	0	44
Jibou, Str.Garoafelor	2	0	2
Zalau B-dul Mihai Viteazul	5	0	5
TOTAL	**156**	**0%**	**32%**

Water consumption

ITALY	Total in megalitres
Via Merlo headquarters	1,861
Via Dalla Chiesa factory	1,061
Via Pre' factory	259
Trebaseleghe factory	181
Mussolente factory	29
TOTAL	**3,391**

ROMANIA	Total in megalitres
Jibou, Str.Stadionului	54,689
Jibou, Str.Garoafelor	240
Zalau B-dul Mihai Viteazul	68
TOTAL	**54,997**

Within the production process, water is used for washing and colour finishing phases.

Romania Factory

Conditions for discharge of wastewater into sewage systems in the area are governed by regulations NTPA-002, approved with Gov. Decision no. 188/2002, which are adhered to by the company.

For management of this activity, we have signed a contract with the company managing the public water network for the town of Jibou.





Collaboration with **Cobat Tessile**

F.lli Campagnolo is one of the founders of the Italian consortium Cobat Tessile, founded in March 2022. This Italian consortium manages the collection, processing and recovery of textile products at the end of their life.

Established by Cobat SpA, the largest circular-economy platform in Italy owned by the Innovatec group, Cobat Tessile is the only one of its kind in the country. F.lli Campagnolo decided to join the project: demonstrating its active efforts for change.
In fact, the idea arose from the implementation in Italy of European environmental legislation for Extended Producer Responsibility (EPR). It will soon be extended to textiles, calling for producers to take responsibility for management of the end of the life cycle of products when they become waste.
In line with the sustainability approach, being one of the founders of Cobat Tessile means contributing to the transformation of clothes that can no longer be used and waste into new raw materials or energy for production.

While the initial aim was to foster knowledge sharing between all players involved, the goal moving forward is to develop increasingly competitive integrated and sustainable services, at the environmental, economic and social level, for management of end-of-life textile products. All of this will be done anticipating or swiftly responding to changes in regulations and in the market, for innovation through circular economics.
Being part of Cobat Tessile is a source of pride for F.lli Campagnolo, as well as a demonstration of its commitment to management of production aligned with principles of circular economics in every phase.

ESG RATING





ecomate

At the start of the reporting process, the company **F.lli Campagnolo** underwent an **ESG assessment** through the Ecomate platform and achieved a **rating of BB**.

55 - 99 **Low risk**	**AAA**	In harmony with European Union 2030/2050 targets and frameworks, the company is looking at the future with positive impacts among the entire ESG materiality and a high transparency level towards the stakeholders.
	AA	
	A	
25 - 54 **Medium risk**	**BBB**	The company has started a journey of sustainable development, which is opening the doors to new opportunities of growth. However, there is a moderate risk of not being able to stay aligned with the upcoming regulatory compliance.
	BB	
	B	
0 - 24 **High risk**	**CCC**	Although the company is complying with its national regulatory system, it seems there is a difficulty in planning and executing strategic sustainable development objectives and/or the progress is too slow.
	CC	
	C	
	D	There is a high risk of fraud and/or prejudicial events.
00	**E**	Not enough information in order to rate the company.

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