



## Sustainability Report 2022

**F.LLI CAMPAGNOLO**

**CMP**

**MELBY**

*Maryplaid*  
coprirsi d'amore



## Reading Guide

This document represents the **non-financial report** of F.lli Campagnolo S.p.A. and other companies of the Group. It lists the performance of the year 2022 and provides future prospects for improvement in sustainability.

The scope of this analysis includes F.lli Campagnolo's highest impact facilities. In particular, the Group's main plant located in Romano d'Ezzelino (VI), four local units located in Bassano del Grappa (VI), Trebaseleghe (PD) and Mussolente (VI), and the plant in Tunisia and Romania were examined.


The report was developed and prepared with reference to the principles provided by the "**Global Reporting Initiative**"

standards (GRI Standards) in their most recent version.

These references enabled the selection and definition of qualitative-quantitative key-indicators for F.lli Campagnolo's **sustainability performance** reporting related to the year 2022.

At the same time, the guidelines of the **Sustainable Development Goals (SDGs)** programme of action – that is, the 17 Sustainable Development Goals, adopted by the United Nations in 2015 - were followed in the development of this document.

The sustainability issues reported in this document were identified through



**materiality analysis**, i.e. the process that, through the continuous and direct involvement of stakeholders, enables the identification and priority environmental, social and governance issues for stakeholders and F.lli Campagnolo.

The involvement took place through a questionnaire to the organisation's **internal and external stakeholders**, towards which F.lli Campagnolo invited stakeholders to express their degree of relevance of each proposed ESG issue within a corporate strategy.

Stakeholder categories involved include employees, customers, agents, suppliers, the local and extended community, and

loan institutions. With the **2022 version** of the sustainability report, F.lli Campagnolo intends to continue its path of sharing and transparency with its stakeholders, thus making explicit an ongoing commitment to future projects as well.

Non-financial reporting is not subject to external assurance.

There is still a long, uphill road ahead, but as Giorgio Campagnolo, president of F.lli Campagnolo S.p.A., tells us, “**the climb represents a security and, at the same time, a challenge**” that the company is ready to face.

# Letter to stakeholders

*Dear everyone,*

*As we look back on the year we are about to describe, we find ourselves retracing the many stages where we have seen a different sensitivity to sustainability grow and consolidate in us in the full sense of the term. A year marked most certainly by economic achievements but also by many initiatives aimed at the future and at a new way of acting.*

*Among the various projects completed, I would like to mention the drafting of the code of ethics, for the first time since the company was founded. A code that gathers and encapsulates a lot about us, from the perspective of values, behaviour and our vision of conducting and experiencing the business. Iosif Brodsky, a Russian poet of the last century who was sentenced to hard labour and won the Nobel Prize for Literature, says that aesthetics is*

*the mother of ethics. Good is born out of beauty. A simple, yet correct and profound concept. Sometimes it is in simplicity that the truest meanings reside: if there is beauty, if there is harmony, there is also morality.*

*And it is to the words of the Russian poet that I entrust the message of this letter: "How much beauty did I create today? Because beauty is the origin of hope and hope is the origin of new beauty, this is the virtuous circle of creating (...). Beautiful is a page, a caress, a rose, a dinner, fulfillment of a little piece of the world that instead of dying is saved - and anyone wants to be touched by this salvation. In fact, if a thing of beauty touches me, I will want to do the same afterwards. To generate goodness, one must first be regenerated." So here we are, reflecting on the concept and meaning of beauty. Not a beauty*

*that saves the world, but a beauty that saves firstly ourselves, which then spreads like wildfire and is contagious, in its endless virtuous circle.*

*This is at the heart of it all, the energy that should move our every decision: spreading beauty through our every activity, relational beauty, relating to each other and the environment, relating to and in harmony with the products we make and the connections we activate.*

*In my opinion, the theme of sustainability in business fully embodies this ideal and gives us the priceless and unmissable opportunity to seek beauty and balance in all areas touched by our activities, starting from product design and ending with the living conditions of workers ten thousand kilometres away from us. This is a great opportunity and we cannot miss it.*

*What better life wish for us and for future generations of entrepreneurs, than asking ourselves at the end of each day:*

*How much beauty did I create today?*

**Michela Campagnolo**  
Second Generation



## F.lli Campagnolo Group figures



**1234** people\*



**266** million euros in sales



**>70** years of history



**>18** million items produced per year



**4** brands **CMP** **MELBY** **Maryplaid** **IC**



**>60** flagship stores in Italy and abroad



**>5500** multi-brand customers



**>22500** e-commerce customers

# Indice

Company

Planet

People

Governance

Index >>

## THE COMPANY

7

The story of a family that has always  
looked in the same direction 8

Corporate organisational chart 13

Group brands 20

Markets and the distribution network 26

Priorities for F.lli Campagnolo: the  
material issues 28

## PLANET

30

Thermal, water and energy  
consumption 31

Waste Management 39

Carbon Footprint 41

## PEOPLE

49

The people in the group 50

People in numbers 51

Climate analysis 57

Training 60

Corporate Welfare 61

Health and Safety 63

Creating value for our community 66

## PRINCIPLES OF GOVERNANCE

76

Sustainability governance 77

Governance structure and  
breakdown 78

The values of the Code of Ethics 80

Economic performance 81

Product innovation and digitisation 85

The supply chain of F. lli Campagnolo 88

United Nations Agenda 2030  
by F.lli Campagnolo 92

# The Company

“

*My life has always been uphill, this has always given me security.*

*An old truck going uphill cannot create damage, while going downhill it can.*

*Cit. Giorgio Campagnolo - First Generation*

”

## The story of a family that has always looked in the same direction

It is **1948**. Maria Disegna, a young widowed mother with **five children to raise**, has a market stall in the square of Bassano del Grappa. Maria is not yet aware of this, but thanks to her great tenacity and courage, she is taking the first step towards what will become a solid international business.

During a recent interview, **Giorgio Campagnolo**, the youngest of the five siblings, recounts how his mother always proved to be a very strong woman, ready to cycle many miles in order to put food on the table every night. In those difficult years she was an example of determination for her own children, teaching them the mutual support and

fortitude in facing any climb, with the certainty that together they would overcome any obstacle.

Thanks to the sacrifices and commitment of the Campagnolo brothers, the company saw its origins in **1954**, the year the family decided to open the first **“Casa della Lana” [House of Wool] store**. Two years later he began wholesaling, focusing on caps and jumpers. In the following years, industrial production was started with the introduction of the first automatic machines, marking a new chapter.

But **1965** is the breakthrough year for the Campagnolo family: the first company of **F.lli Campagnolo** is registered in the

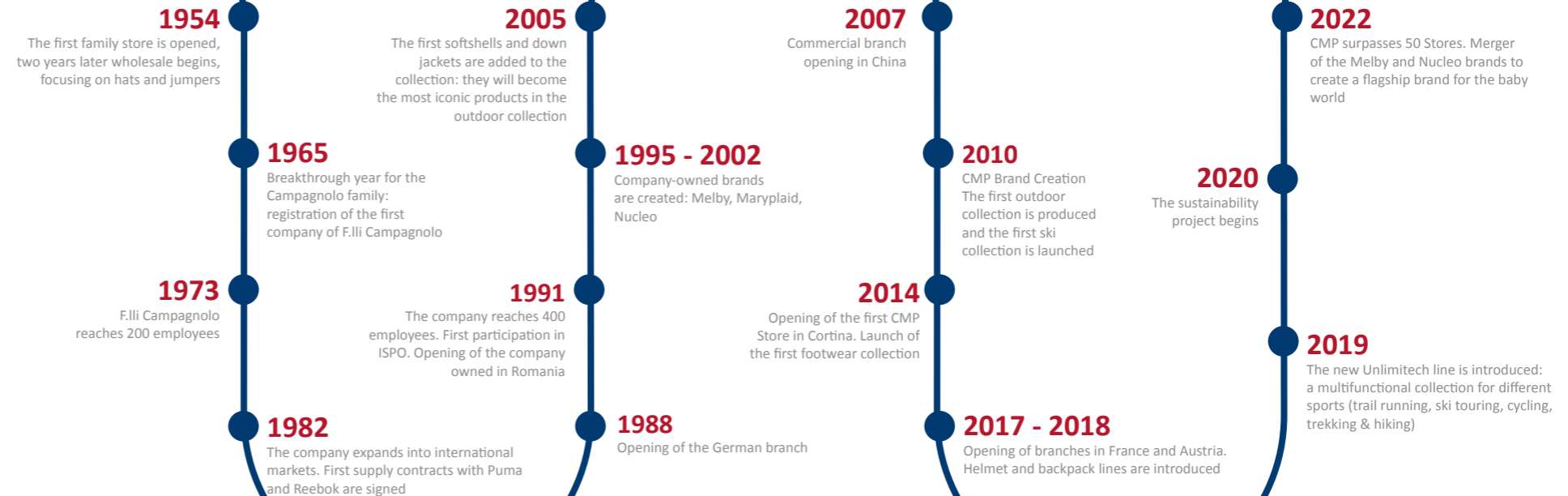


Chamber of Commerce and machinery for jacquard textile production is purchased.

In the following years, the company, which started as a small store, grew more and more until the establishment of **F.Ili Campagnolo S.a.s.** in **1973**, with over 200 employees, which was later transformed into an S.p.A. (i.e. joint-stock company) in 1980.

F.Ili Campagnolo today is a successful business enterprise. This was thanks to the resourcefulness and foresight of a woman who, despite initial difficulties, was able to pass on energy and confidence in the future to her **children and grandchildren**.

# F.lli Campagnolo: from its origins to today



## Values and principles

The values encompassed by the F.lli Campagnolo Group today originate from the history of a family that has always placed **cohesion and interaction between different generations and the community** it interacts with, starting with the territory of Bassano del Grappa, at the forefront.

The company's mission includes the constant **involvement of stakeholders** as

a driving force for pursuing sustainable development goals, in a historical context where it is essential to become protagonists of change in order to be able to preserve the needs of future generations.

“ *The interweaving of several generations is our strength* ”

*Cit. Fabio Campagnolo - Second Generation*

## The Group, our added value

F.lli Campagnolo operates with a vertically structured business model by presiding over the **value chain** within the group; from stylistic creation to weaving and dyeing, from washing to ironing, from cutting to packaging, thanks to a team of designers, product managers and a highly specialised external sourcing structure.

The entire production is entrusted to roughly a hundred suppliers who deliver the finished **product**, but also to a team of more than 600 employees in the company-owned plants in Romania and Tunisia, who produce **carry over items**.

The F.lli Campagnolo Group is composed of several entities, all of whom are the children of a long entrepreneurial experience in the world of textiles.

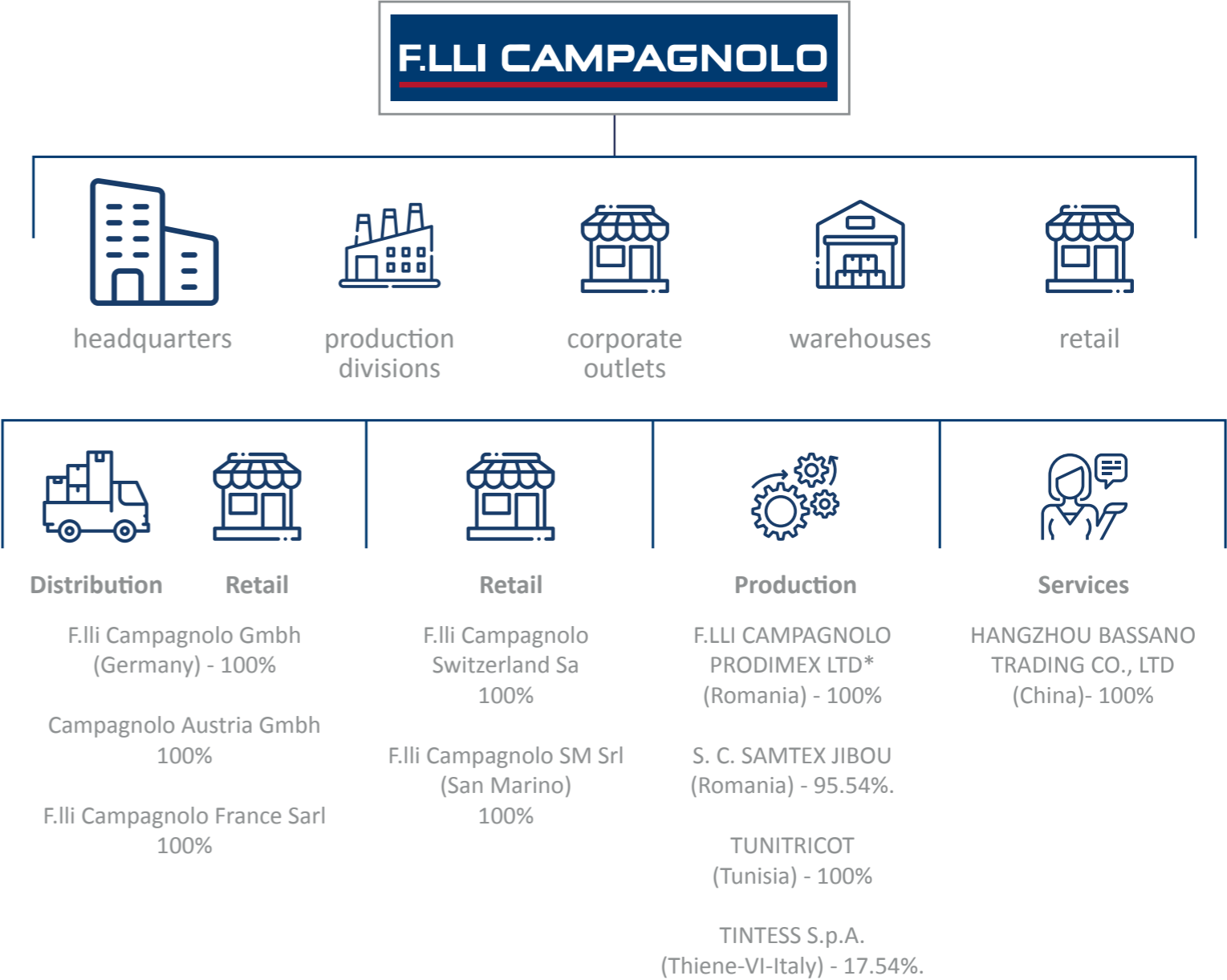
For nearly **70 years**, F.lli Campagnolo has

been producing and marketing successful collections. From early childhood to teenagers, from young adults to families, the Group's brands know how to interpret the desires of those seeking garments with authentic style. Practicality and quality, technicality and colour are among the distinctive values that make the difference. To complement the collections, the Group also offers lines for home and leisurewear.

The group has more than **60 flagship stores** in Italy and abroad under the CMP and Melby brands.



Corporate organisational chart





## The boundaries of analysis

The scope of the sustainability report includes the facilities in **Italy** of F.lli Campagnolo S.p.A, as well as those in **Romania** and in **Tunisia**.

The Italian sites include: the **operational and management office** in Romano d'Ezzelino, within which are the sales, marketing, graphics, e-commerce, retail, human resources, sustainability, outsourcing, safety, purchasing, administration, finance and control, IT and logistics departments. Ample space is devoted to the showroom and design operations, product development, prototypes, sampling, cutting and ancillary activities employing the use of embroidery machines; two **production departments**, two factory **outlets** and five **warehouses**

dedicated to activities of storing, receiving, and shipping goods are located within a few kilometres of one another.

**1**

operations and management headquarters

**4**

production sites

**2**

factory outlets

**5**

warehouses



# Production

## THE EVOLUTION OF PRODUCTION

Until the late 1970s, production processes took place exclusively in Italy, with **120 laboratories located throughout the Veneto region.**

The following decade saw the start of the **relocation** of some stages of the production process to Slovenia, Croatia and Poland, yet the company stayed close to its historical workshops by extending its hand to cope with change.

In the mid-1990s, F.lli Campagnolo purchased a **manufacturing plant in Romania**, where many stages of the carry over garments production chain still take place today, and over time it has become a mainstay of in-house production.

The late 1990s saw the introduction of the **first commercialised products** (India and the Far East).

In the 2000s, the Campagnolo family purchased a **new production plant in Tunisia** and, at the same time, worked to consolidate the production of garments marketed in the Far East.

With a view to monitoring high quality standards in the Far East as well, a **commercial branch** was opened in China in 2014.

## PRODUCTION TODAY

In 2022, F.lli Campagnolo produced more than **18 million units**, of which 7% were produced internally by the Group and 93% were produced externally in the Far East.

**In-house production** takes place in company-owned plants in Romania and Tunisia, where fabrics are cut and dyed at the Group's factories.

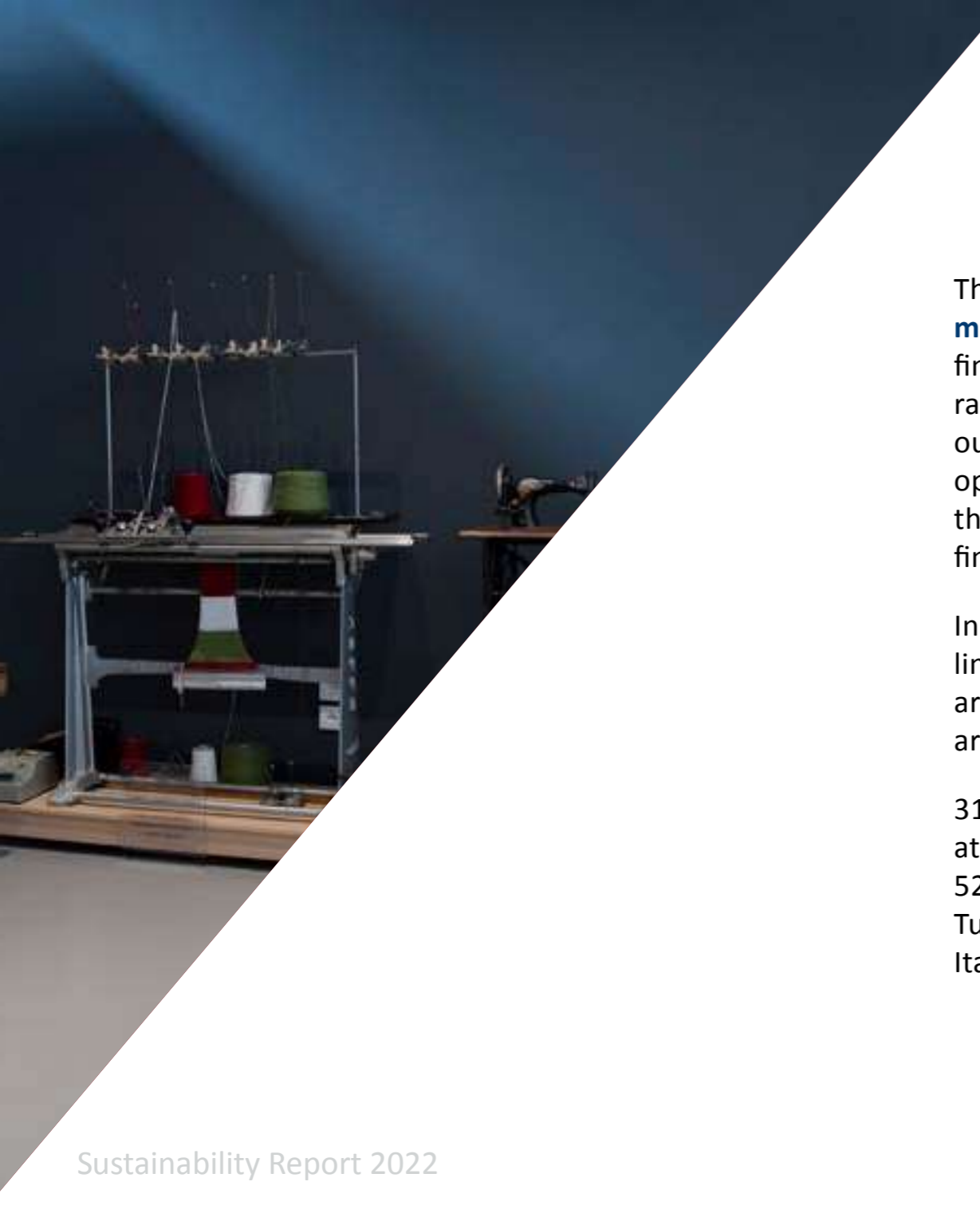
**External production**, on the other hand, concerns garments that are made exclusively at third-party plants in the Far East, delivered as finished products to F.lli Campagnolo.

**Suppliers have always been selected** through precise standards of conduct

with the aim of ensuring high levels of product quality and safety.

The relationship between the company and the selected suppliers is based on a **long-term collaboration**, which is embodied in their active involvement in the research and development phase in support of the Style and Product office. This has allowed over time to create a **winning balance** between F.lli Campagnolo and suppliers who can offer the market a high quality product at the right price point.

The origin of the process lies in **defining style**, by researching new trends, gathering feedback from the target market, analysing time series, and assessing future prospects.



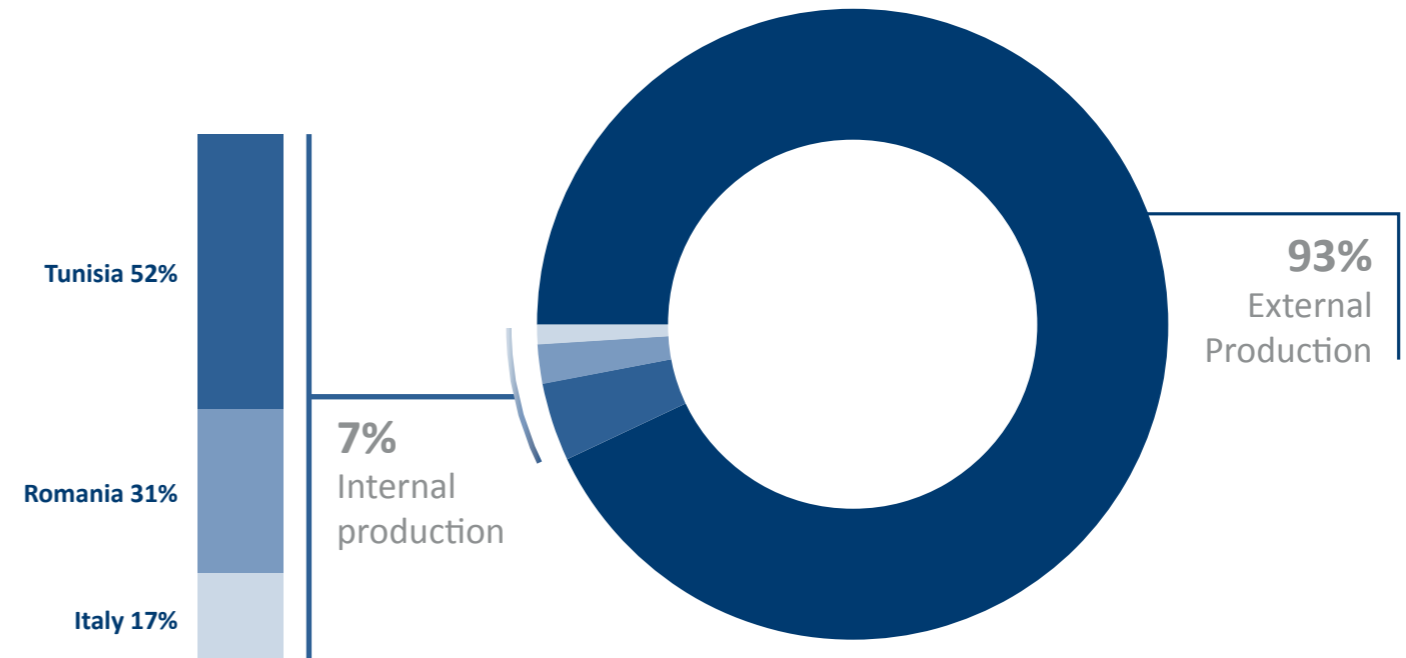
The next stage takes place in the **pattern-making department**, where fault-finding, size development and study of raw material requirements are carried out. This step ends with the prototyping operations carried out by the supplier, the definition of the sample garment and, finally, the start of production.

In the case of **in-house production** of the lines, the **prototyping** and **cutting stages** are carried out at the Group's plants, as are the **tailoring** and **ironing** activities.

31% of production takes place in Romania at the subsidiary company Samtex, while 52% in Tunisia at the subsidiary company Tunitricot; the remaining 17% at local Italian laboratories.

On the other hand, in the case of **external production** of the lines, F.lli Campagnolo imports the product once it is sewn, packaged and ready to be shipped, in accordance with the design guidelines shared with suppliers.

## The production of F.lli Campagnolo



## Group brands



CMP was founded in **2010** and designs clothing, footwear and accessories for different occasions: from trekking and hiking to road and mountain running, from skiing to urban activities, from sportswear to fitness. More competent than competitive, CMP accompanies those seeking the **emotions** of the outdoors in their everyday life as well, which is why CMP offers products with the highest balance of quality, price, style, comfort and performance. CMP also represents a **way of life**: for those who want to be adventurous yet friendly, free-spirited yet participative, proudly Italian but citizens of the world, autonomous in their choices, aware of value-for-money, open minded, curious, experimental, and open to the new, comfortable in all settings. Those who love sports, at any level, entrust their garments and equipment with precious elements such as their bodies, their time and their emotions. Therefore, they deserve a brand that will become their **life companion**: reliable, enthusiastic, competent, authentic, dressing them before, during, and after sports.



Always attentive to evolving trends and markets, the ownership decided to streamline its product range by merging the Melby and Nucleo brands to create a flagship brand for the **children's world**. Melby is a clothing brand designed and produced for the most important people in our lives: **our children**. Melby creates garments with quality and strong personality, made with all-Italian attention to detail and that unmistakable style that it has been renewed in every collection since **1975**. The ability to evolve with the fashion and image trends kids like the most, combined with the care and quality we appreciate as adults, make Melby the brand that best meets the expectations of the whole family. Melby's ambition is to become the clothing brand that can interpret the **changes of its target audience**, through both physical and digital visual codes and languages, to enable the children and younger people it targets to maintain their own identity and, at the same time, the desire to stand out in their own group. Designed for those who will go a long way, our garments dress children and teens from **0 to 16 years of age**. Such a broad range encompasses all the nuances of life and requires an excellent understanding of the needs of both parents and children, those children ready to become teenagers with clear ideas and decisive tastes.



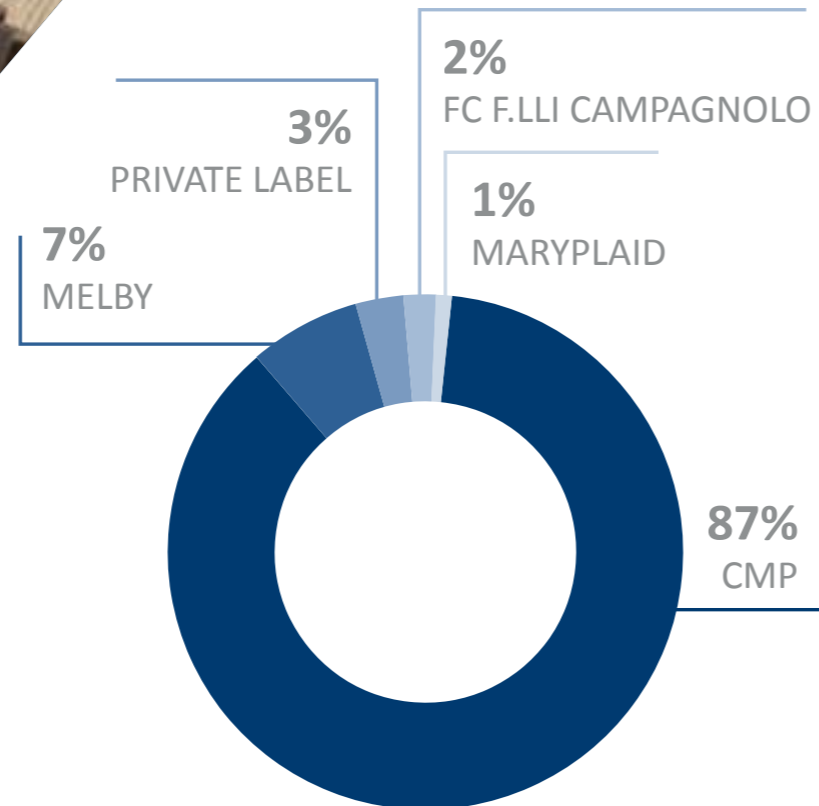
Maryplaid is a **home textiles** line that creates blankets, **bathroom textiles**, home decor and accessories. Born in **1995** from the will and creativity of Maria Pia Campagnolo, this collection stands out for its careful choice of materials and original stylistic proposals. The Maryplaid line also includes a homewear collection, with garments ranging from sleepwear, such as pyjamas and robes to **loungewear**. Established in **2004**, the Maryhome line was designed to create a comprehensive and coordinated proposal that allows to enjoy home living and **leisure** or **relaxation** to the fullest. Maryplaid is a brand that speaks precisely about home in the broadest and most delicate sense of the term, intended as family, welcome, care; it does so with refined, quality products that stand out for their style and sophistication and that are renewed in each collection. Since **2007**, F.lli Campagnolo has signed a licensing agreement entrusting Maryplaid with the production and distribution of **men's pyjamas** and **bathroom textiles** under the **Marina Militare** brand.



Our basic, urban and active sport collection dedicated to **men and women**. It consists of simple, matching pieces covering **all the needs** of daily activities in total freedom of movement and comfort. Depending on the season, the collection includes items that are specifically designed for all purposes. Within our range, **sweatpants and sweatshirts** are of particular relevance, as the historic product of the company's production. Thanks to the experience in clothing and fashion, the line offers a wide range of fabrics and patterns, suitable for both active sports and all softer activities.

## The numbers of brands

### DISTRIBUTION OF TURNOVER



### RETAIL DISTRIBUTION OF BRANDS

	DIRECT	FRANCHISING	Total*
CMP	32	14	46
Melby	14		14
Factory Outlets	6		6
Maryplaid	1		1
<b>Total</b>	<b>53</b>	<b>14</b>	<b>67</b>

\* number of stores

## Evolution of outdoor products



## Private Label

F.lli Campagnolo has gained a solid reputation over time thanks to the **quality** and **durability** of its products, so much so that some groups have entrusted the manufacture of their **own branded** clothing.

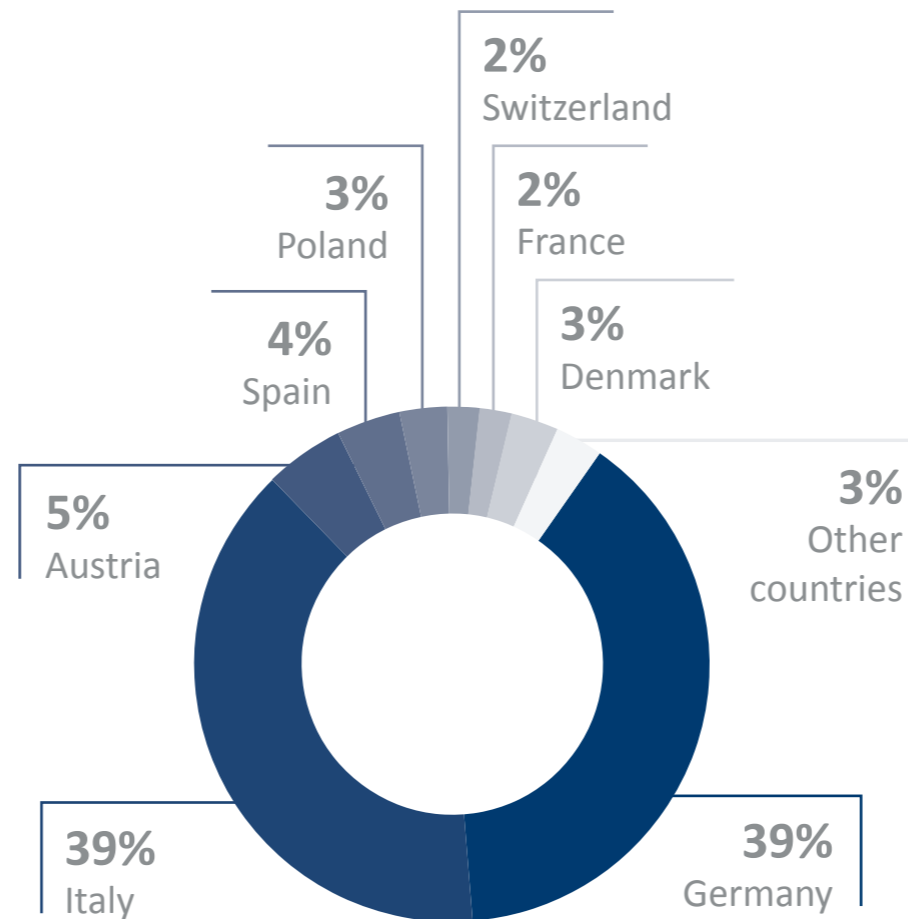
Thanks to the long-established collaboration between companies, F.lli Campagnolo has been involved in the **design** and **production** of garments that are subsequently **customised** and distributed in the sales channels of client companies or used as uniforms for their employees.





## Markets and distribution network

### CONSOLIDATED REVENUES PER COUNTRY



The F.lli Campagnolo Group, born from a provincial family business, has been **increasingly opening up to international markets** over the years, where the product's quality and affordability features are appreciated.

Material research and collections that anticipate and interpret the latest seasonal trends are the company's strengths that are appreciated by international customers.

By 2022, more than half of production has been exported. The **European market** plays a key role, accounting for **the core** of foreign sales.

Austria	Georgia	Slovenia
Belgium	Germany	Spain
Bosnia and Herzegovina	Japan	Sweden
Bulgaria	Greece	Switzerland
Czech Rep.	Iceland	Turkey
Chile	Israel	Ukraine
Cyprus	Italy	Hungary
Vatican City	Macedonia	Uzbekistan
Croatia	Norway	
Denmark	Poland	
Estonia	Netherlands	
Finland	Romania	
France	San Marino	
	Slovakia	

## Group markets



## Priorities for F.lli Campagnolo: the material issues

In its first sustainability reporting (2021), F.lli Campagnolo defined its **materiality analysis** and, through stakeholder engagement, identified the sustainability issues that were found to be most relevant.

As a result of the analysis, conducted according to the **guidelines of GRI standards** and based on the assessment of various ESG areas and sustainable

development goals, the following **12 potentially relevant issues were identified**.

The highest governing body coordinates and oversees **impact management**, carefully evaluating the results of stakeholder engagement and planning new analyses.

### F.LLI CAMPAGNOLO STAKEHOLDERS



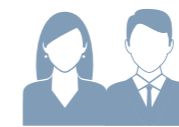
Employees



Suppliers



Agents



Stockholders



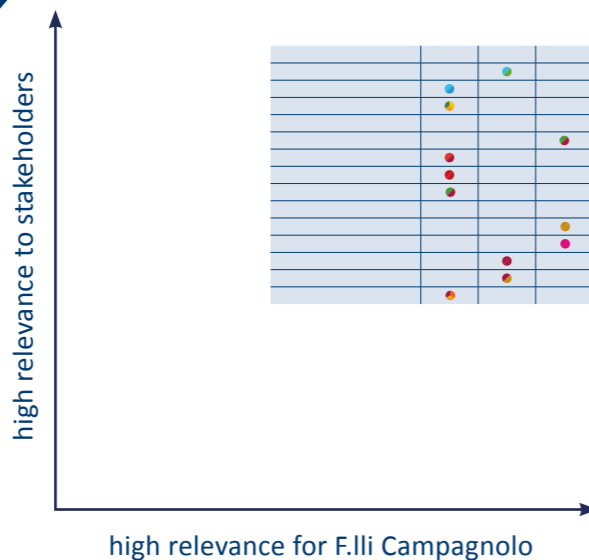
Customers



Community



Credit institutions



Company

Planet

People

Governance

Index >>

# Materiality index

## RELEVANCE TO SUSTAINABLE DEVELOPMENT

	Medium	Medium-high	High
<b>ENVIRONMENT</b>			
Waste Management		12 15	
Water consumption	6 14		
Energy and emissions	7 11 13		
<b>SOCIAL</b>			
Occupational health and safety			3 8
Attention and support for the community	5 8		
Training	4		
Employee welfare	3 8		
<b>GOVERNANCE</b>			
Product durability, quality and safety			12
Integrity and ethics in business administration			10
Customer satisfaction		8	
Supply chain regulation		8 12	
Efficiency and digitisation of processes	8 9 11		

# Planet

“

*We make a promise to ourselves and our consumers for a better future and a better environment, where nothing is considered waste but rather a resource.*

*Cit. Fabio Campagnolo - Second Generation*

”

## Thermal, water and energy consumption

F.lli Campagnolo Group's production activities rely on the use of **three energy carriers**: electricity, natural gas and fuel.

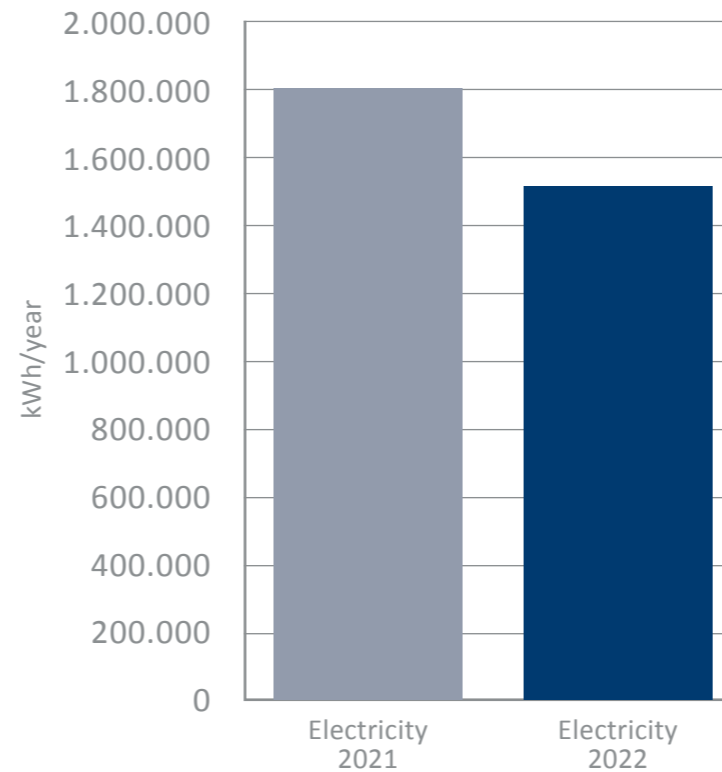
The Group's consumptions, for plants in Italy, Romania and Tunisia, are shown below.

### PLANTS IN ITALY

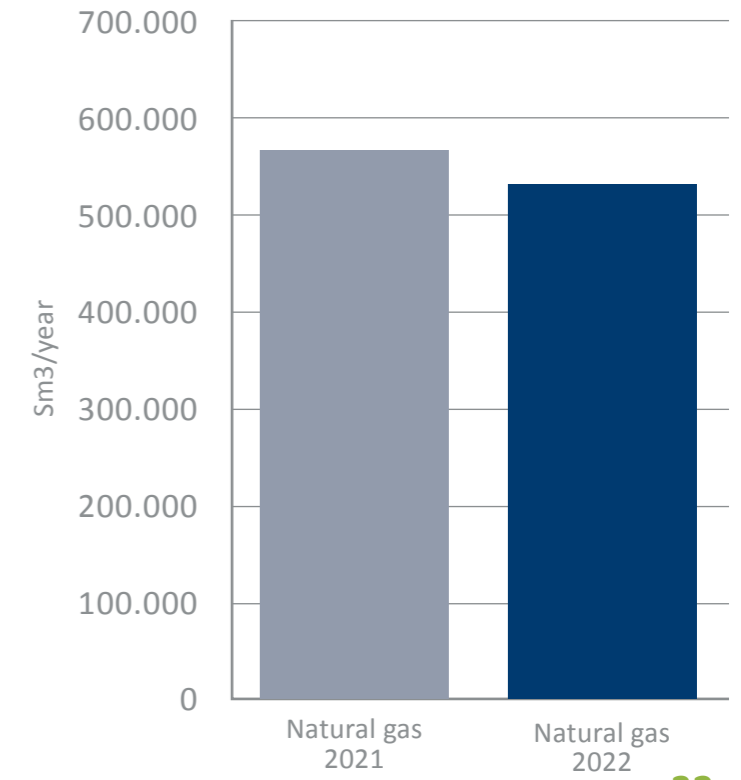
	Electricity Qty (kWh)	Natural gas Qty (Sm3)
Offices of Via Merlo - Romano d'Ezzelino (VI)	517.853	93.146
Plant in Via Dalla Chiesa - Bassano (VI)	555.959	166.654
Plant in Via Prè - Bassano (VI)	412.560	254.332
Plant in Trebaseleghe (PD)	82.182	21.350
Plant in Mussolente (VI)	25.331	3.663
<b>TOTAL</b>	<b>1.593.885</b>	<b>539.145</b>

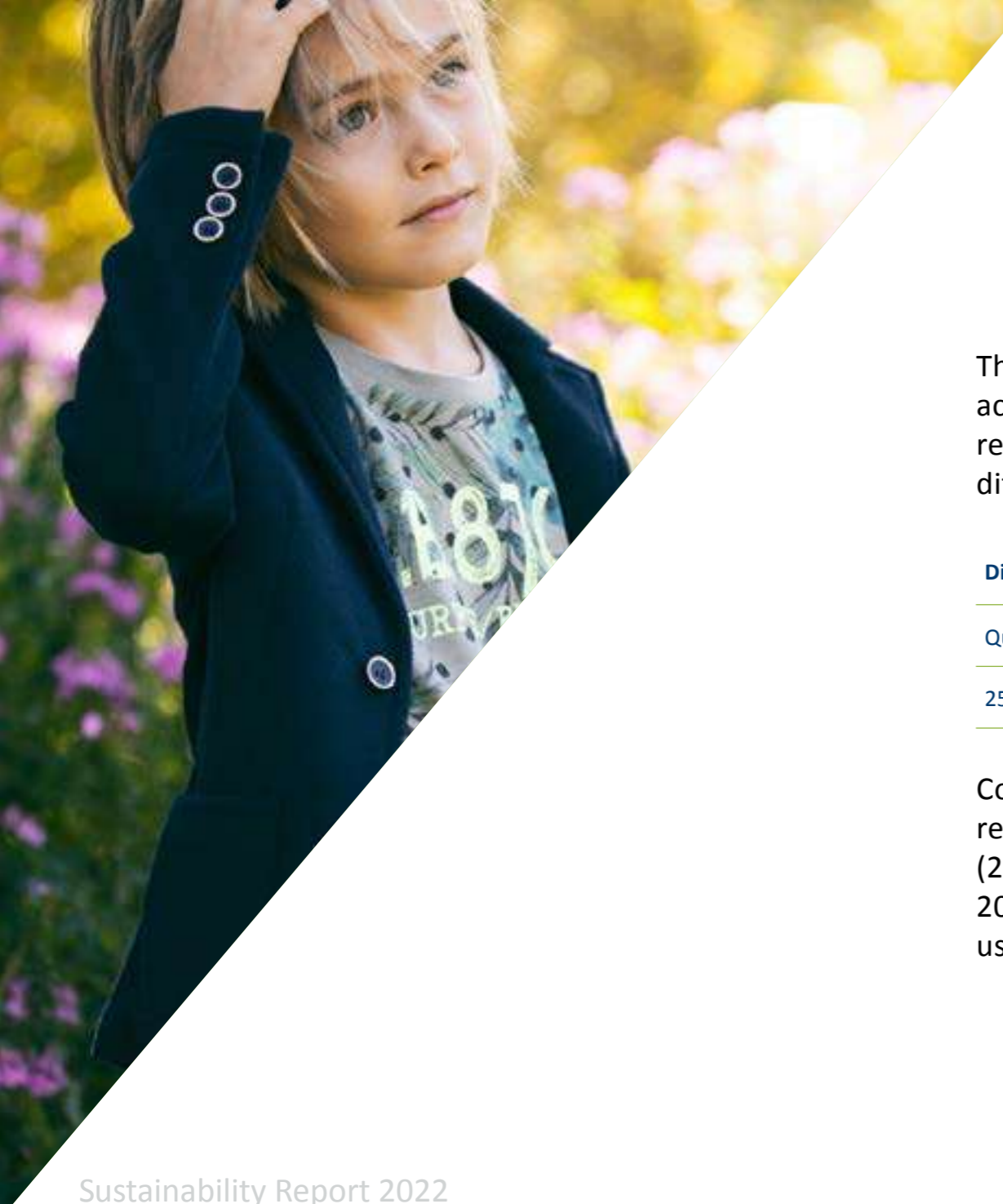
Compared with the data recorded for the previous reporting year (2021), there is a **negative decrease** in energy and thermal consumption in terms of natural gas.

#### ENERGY CONSUMPTION



#### THERMAL CONSUMPTION



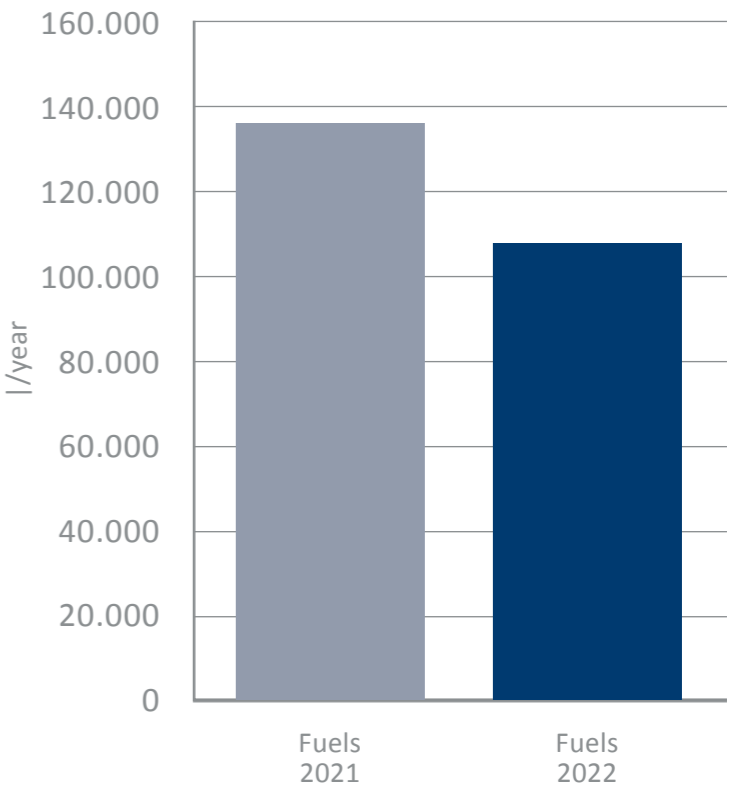


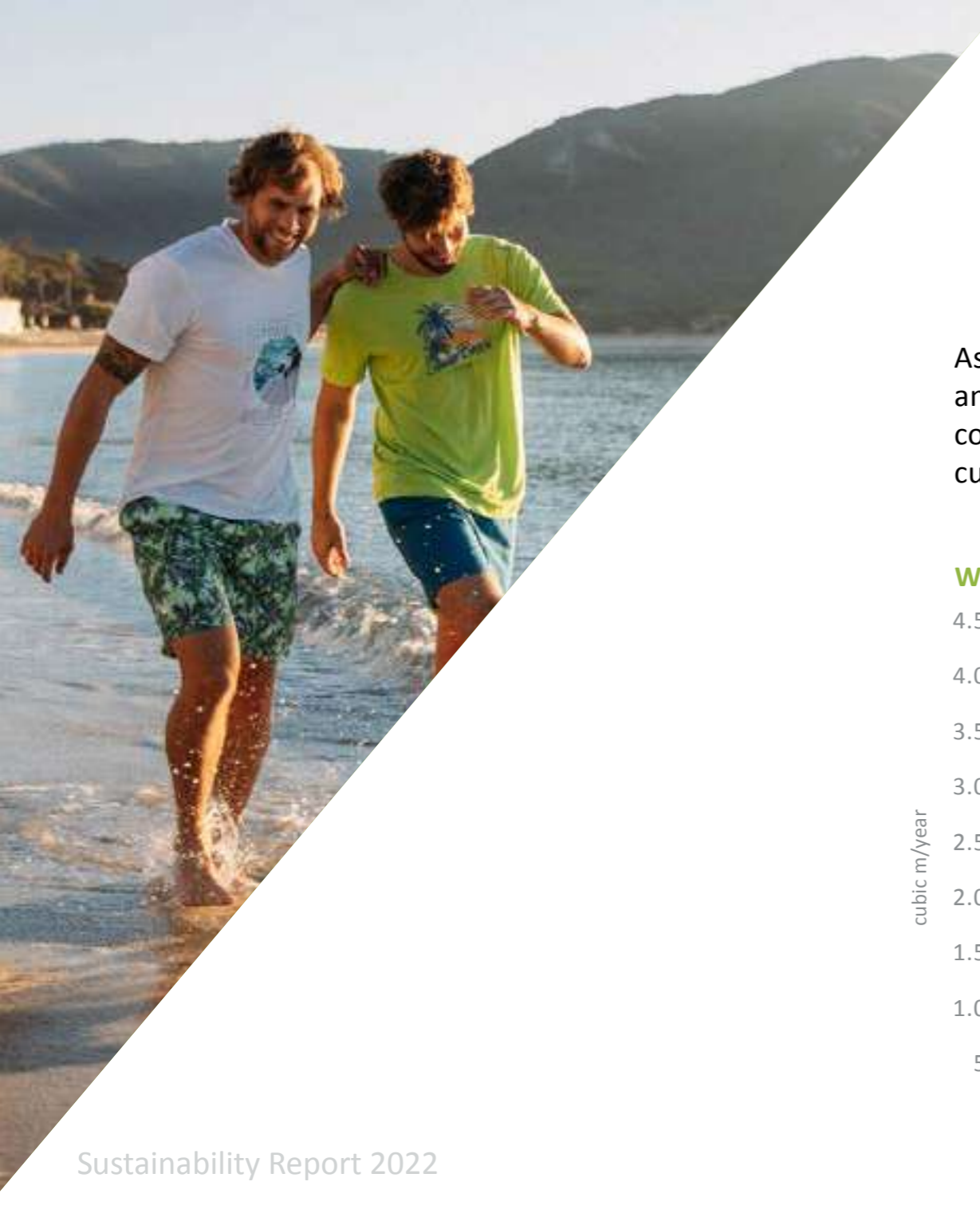
The following consumption figures differ according to the type of fuel used. Data are reported in aggregate for the company’s different plants in **Italy**.

Diesel	Petrol	Automotive fuel
Quantity (l)	Quantity (l)	Quantity (l)
25.108	913	82.322

Compared with the fuel consumption recorded in the previous reporting period (2021), the consumption monitored in 2022 shows a **decrease** in terms of litres used.

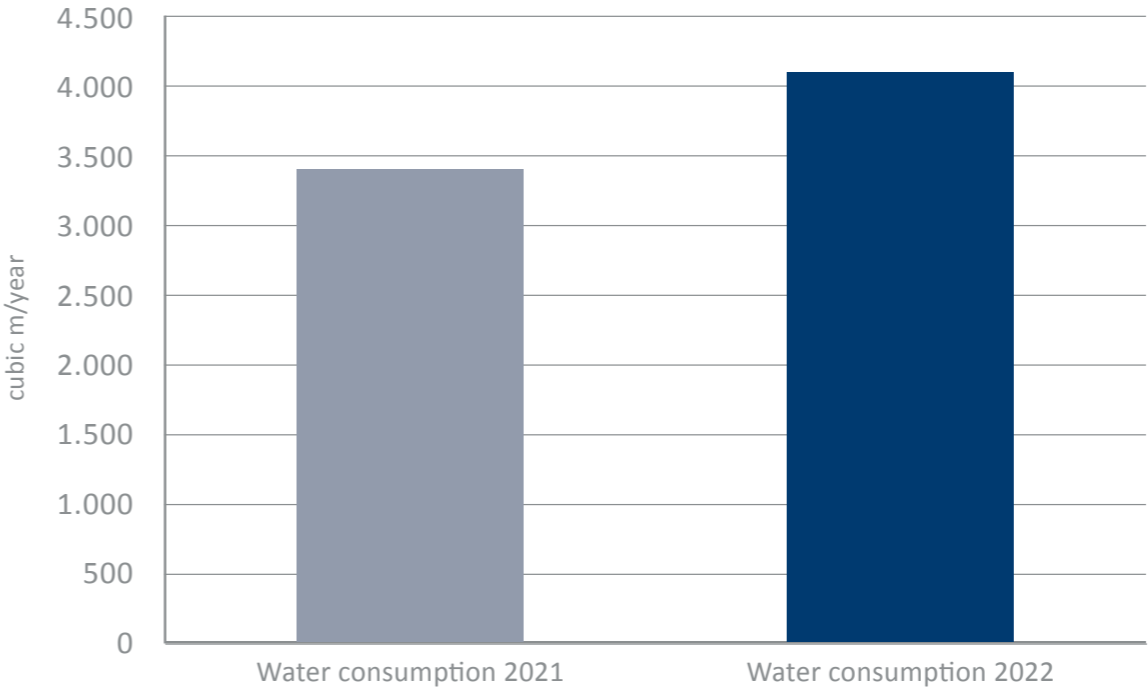
FUEL CONSUMPTION





As for **water**, it is used in the **washing** and **colour finishing** stages. Water consumption for 2022 stands at 4,106 cubic metres.

**WATER CONSUMPTION 2021-2022**



### PLANT IN ROMANIA

From the consumption reporting at the plant in Romania, the year 2022 saw an **increase** related to both consumption of the 3 energy carriers as well as water consumption.

	Electrical Energy 2021 Qty (kWh)	Electrical Energy 2022 Qty (kWh)	Natural gas 2021 Qty (Sm3)	Natural gas 2022 Qty (Sm3)
Jibou, Str. Stadionului	885.751	964.294	303.897	729.381
Jibou, Str. Garoafelor	7.254	4.026	389.939	4.973
Zalau B-dul Mihai Viteazul	27.446	N/A*	3.983	N/A*
<b>TOTAL</b>	<b>920.451</b>	<b>968.320</b>	<b>697.819</b>	<b>734.289</b>

\*The property in Zalau B-dul Mihai Viteazul is no longer owned by the Group as of August 2021.

Water consumption data for the last two years of monitoring are shown below.

	Water consumption 2021 Qty (cubic metres)	Water consumption 2022 Qty (cubic metres)
Jibou, Str. Stadionului	54.689	62.810
Jibou, Str. Garoafelor	240	56
Zalau B-dul Mihai Viteazul	68	N/A*
<b>TOTALE</b>	<b>54.997</b>	<b>62.866</b>

\*The property in Zalau B-dul Mihai Viteazul is no longer owned by the Group as of August 2021.

Fuel-related consumption is also reported. Consumption is reported in aggregate for the active plant in Romania.

Reporting period	Diesel Qty (l)	Fuel for automotive Q.tà (l)
Year 2021	2.179	36.670
Year 2022	2.837	45.558

This increase is driven by the fact that some functions that have been previously carried out at the Italian plants have been moved to the Romanian plant; in addition, production growth has resulted in higher consumption, despite the fact that the Zalau B-dul Mihai Viteazul property is no longer part of the Group's ownership.



PLANTS IN TUNISIA

Tunitricot became part of the F.lli Campagnolo group in 2022, but for more than 20 years it has been a mainstay of in-house production by providing services as a preferred supplier.

That is why information about its own consumption is only available from the present reporting period.

The consumption recorded at the plant in Tunisia is shown below, considering that more than 95% of diesel is used for thermal energy production.

Type of consumption	Quantity	Unit of measure
Electricity	332.483	kWh
Fuel*	49.522	l
Water consumption	3790	cubic metres

\*The activities conducted at the plant in Tunisia involve the use of diesel for thermal energy production.





## WASTE MANAGEMENT

Responsible waste management is a material issue for F.lli Campagnolo. With a view to pursuing **circular economy** principles, the company is taking the first steps in implementing a project with the goal of extending the life of its product.



As a material issue and in accordance with GRI reporting standards, the amounts of waste generated at the plants in **Italy** and in **Romania** are thus monitored and reported.

ITALY	Quantity (t)	Of which dangerous (t)	Of which subject to disposal (t)
Headquarters - Romano (VI)	457	3	3
Plant in Via Dalla Chiesa - Bassano (VI)	229	1	13
Plant in Via Prè - Bassano (VI)	89	0	36
Plant in Trebaseleghe (PD)	71	0	0
Plant in Mussolente (VI)	15	0	0
<b>TOTAL</b>	<b>861</b>	<b>4</b>	<b>52</b>

ROMANIA	Quantity (t)	Of which dangerous (t)	Of which subject to disposal (t)
Jibou, Str. Stadionului	231	0	44
Jibou, Str. Garoafelor	1	0	1
<b>TOTAL</b>	<b>232</b>	<b>0</b>	<b>45</b>



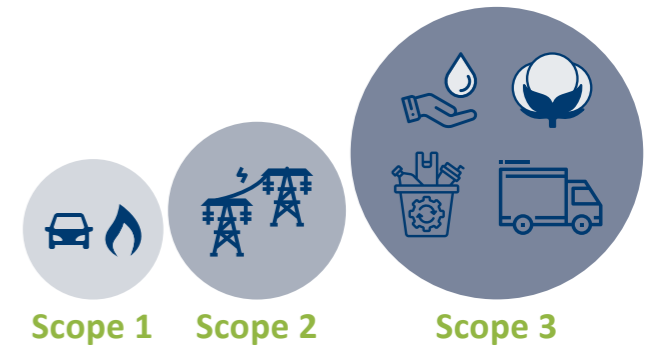
## CARBON FOOTPRINT

From consumption monitoring and reporting, F.lli Campagnolo calculates, for the second consecutive year, its **(Carbon Footprint)** in terms of both direct (Scope 1) and indirect emissions (Scope 2 and 3).

**Scope 1** refers to direct greenhouse gas (GHG) emissions from installations within the reporting boundary, such as consumption in terms of natural gas and fuel consumption.

**Scope 2** refers to the indirect greenhouse gas emissions from corporate consumption of grid-supplied electricity.

**Scope 3** refers to indirect emissions related to the conduct of activities upstream or downstream of business operations. This category includes transportation related to the procurement of raw and auxiliary materials, product distribution, the staff's home-work commuting, and the transfer of waste to the dedicated drop-off centre as well as products used, such as raw materials and other materials required to produce the finished product.





## THE ORGANISATION'S CARBON FOOTPRINT

Compared to the previous year (2021), the company has decided to **revise the reporting boundaries and extend the monitoring** and subsequent calculation of the Carbon Footprint parameter to the newly owned plant in Tunisia and E-commerce activities, to which a specific section is dedicated.

The analysis was conducted according to the requirements and guidelines used for previous reporting and with particular reference to **UNI EN ISO 14064-1: Specifications and guidelines for**

quantification and reporting of greenhouse gas emissions and their removal with focus on organisations.

The characteristic elements of the Carbon Footprint calculation are:

- **Environmental impact category:** Climate change
- **Indicator:** Global warming (Global Warming Potential – GWP)
- **Unit of measurement:** tCO<sub>2</sub> eq/year



DIRECT EMISSIONS (SCOPE 1)	Unit of measurement	TOTAL
Direct emissions from stationary combustion	tCO2eq/2022	3330

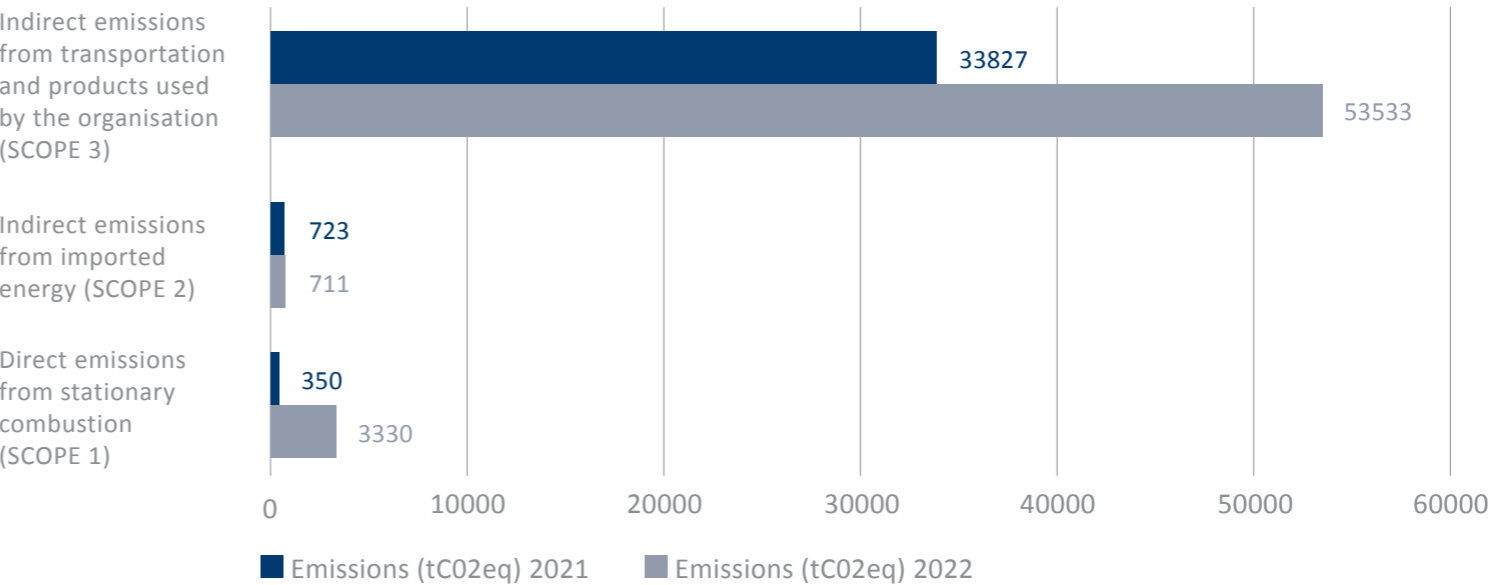
INDIRECT EMISSIONS (SCOPE 2/3)	Unit of measurement	TOTAL
Indirect emissions from imported energy (SCOPE 2)	tCO2eq/2022	711
Indirect transport emissions (SCOPE 3)	tCO2eq/2022	4429
Indirect emissions from products used by the organisation (SCOPE 3)	tCO2eq/2022	49104



The Carbon Footprint 2022 value shows an **increase of 65%** compared to the 2021 Carbon Footprint value. This increase finds justification in the

relative increase in the number of produced garments, which is about **70% higher** than the previous year, and in the extension of the reporting scope.

CARBON FOOTPRINT IN COMPARISON (TCO2EQ)





### CARBON FOOTPRINT OF TRANSPORTATION RELATED TO E-COMMERCE ACTIVITIES

During the reporting period of this document, F.lli Campagnolo decided to extend the reporting scope of its **carbon footprint** calculation to include the shipping, delivery and return of goods through the **E-commerce channel**.

The Group's service is active for **Germany**, **Austria** and **Italy**. The parameter

of Carbon Footprint of E-Commerce sales considered travel related to shipping and any returns of the merchandise being sold via digital platform.

The emission contribution in terms of kgCO<sub>2</sub>eq related to E-Commerce service is **15513.56 kgCO<sub>2</sub>eq** and represents **0.03%** compared to the overall Carbon Footprint parameter of F.lli Campagnolo.

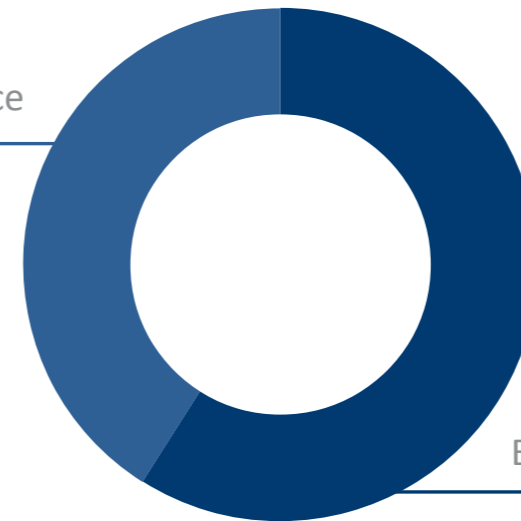
Activity data	Quantity	Unit of measurement
E-commerce Shipping	9224	kgCO <sub>2</sub> eq
E-commerce Returns	6289	kgCO <sub>2</sub> eq
<b>TOTAL</b>	<b>15513</b>	<b>kgCO<sub>2</sub>eq</b>

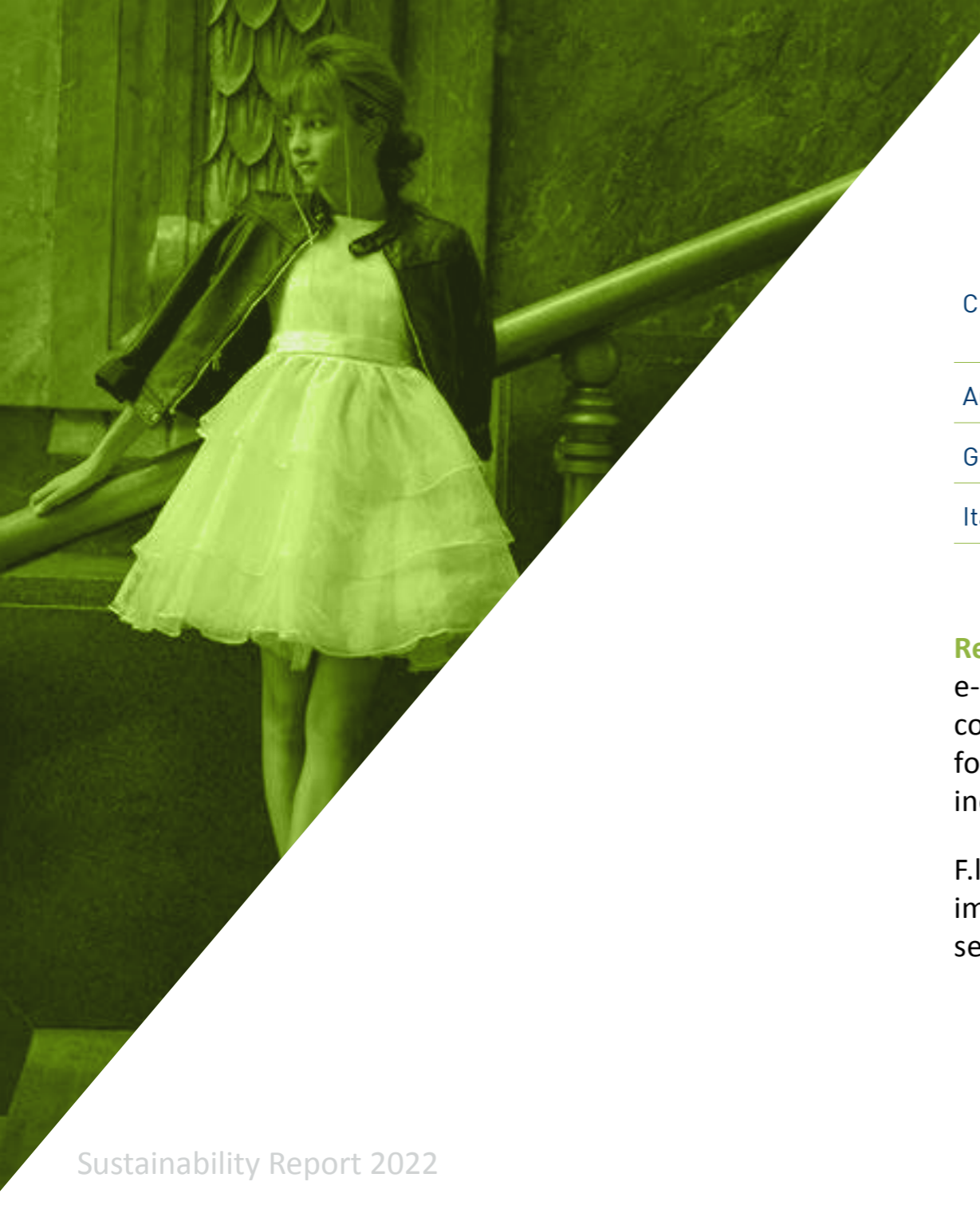


The graph shows that the emissive contribution of product shipments accounts for **59%** of the entire E-commerce service. It thus emerges that the carbon footprint of returns is considerable compared to the overall service footprint.

**41%**  
Returns  
E-commerce

**59%**  
Shipping  
E-commerce





Country	No. shipments	No. returns	Incidence % returns on total of shipments by country
Austria	665	226	34%
Germany	8.880	3007	34%
Italy	14.636	1309	9%

**Returns of goods** purchased through e-commerce from **Germany** and **Austria**, compared to total shipments, account for **34%** for both countries, while the incidence of returns for **Italy** is **9%**.

F.lli Campagnolo aimed at decreasing the impact generated by the E-commerce service.

The company is currently studying and developing a communication campaign aimed at informing users that F.lli Campagnolo intends to make use of the voluntary **offsetting** mechanism to neutralise its carbon footprint by bringing a message of awareness toward more responsible purchases and returns.

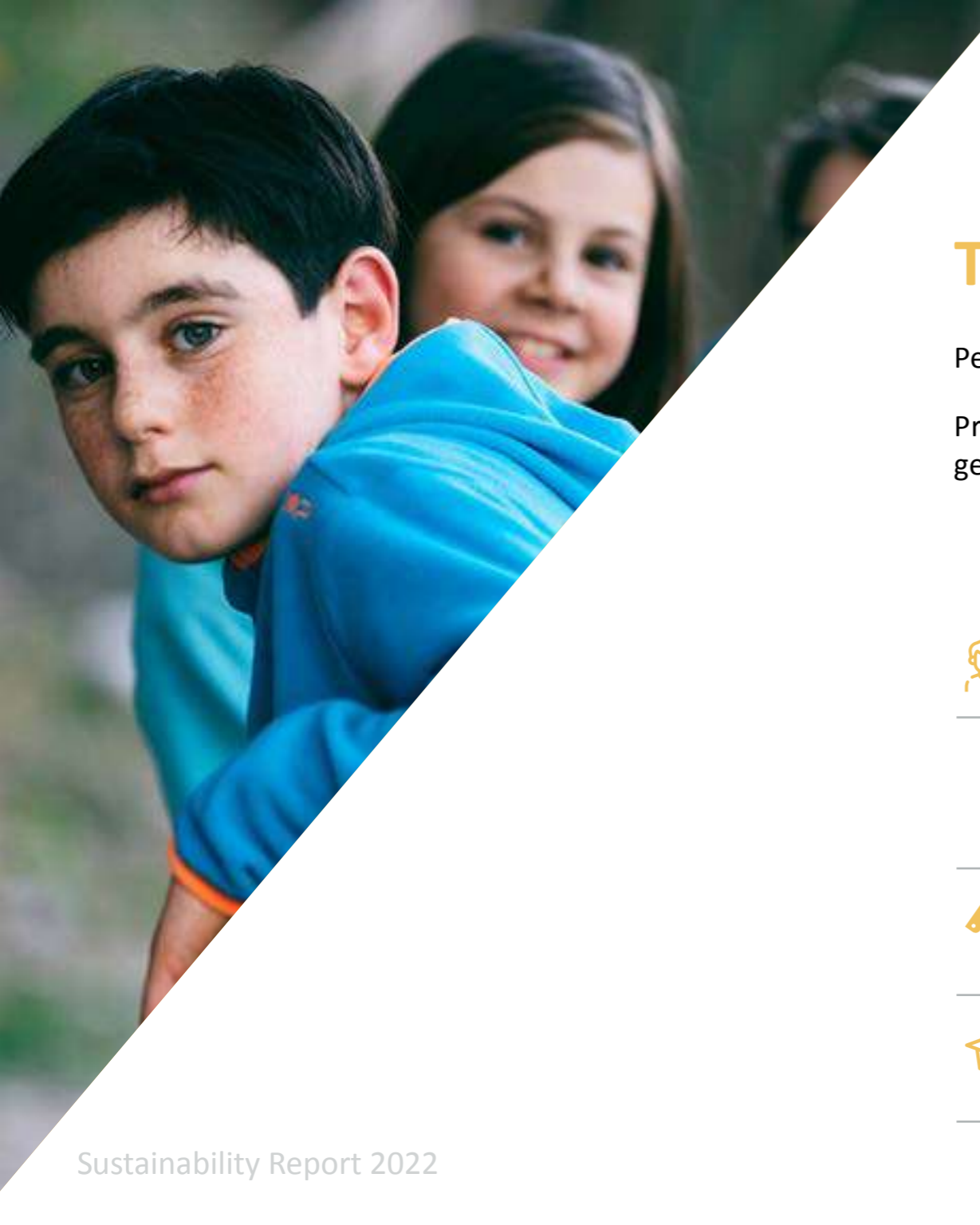
# People

“

*My grandmother used to say that nothing comes out of a closed fist, but also that nothing gets in. Our land has given us so much, and we try to give back every day. An open hand is a hand that gives a lot, but also receives a lot.*

*Cit. Fabio Campagnolo - Second Generation*

”



## The people in the group

People are **key assets** for F.lli Campagnolo.

Promoting the employees, the territory and the communities where F.lli Campagnolo generates impact is an indispensable value underlying the Group's business activities.



**1234** employees, including  
**937** women and **297** men



**18 km**: average home-to-work  
distance of employees\*



**587** in Italy, **208** in Romania,  
**398** in Tunisia, **41** in other  
countries



**100%** return rate from parental  
leave\*



**227** new entrants in 2022\*

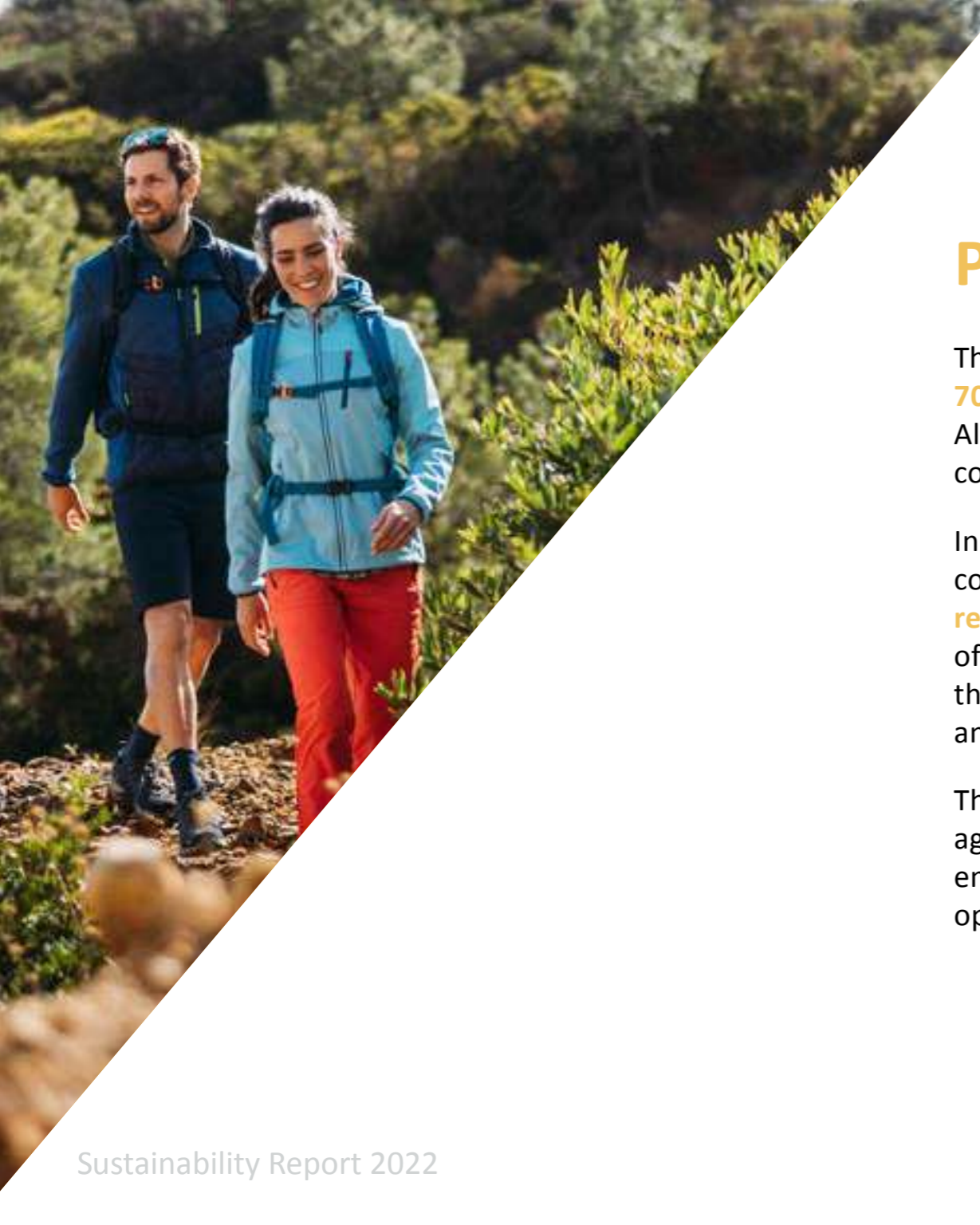


**7 anni**: average company  
seniority\*



**31** university interns and **5**  
interns from high schools\*

\*Data refer to locations in Italy.



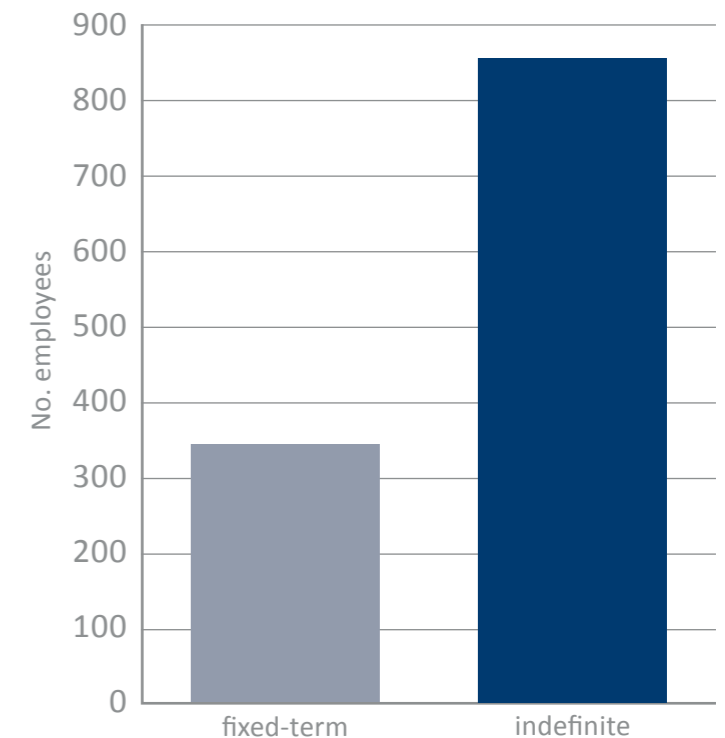
## People in Numbers

The staff in Italy consists of 587 employees, **70% of whom have permanent contracts**. All employees are covered by a national collective agreement.

In addition, F.lli Campagnolo holds constant discussions with **workers' representatives** on many issues in the life of the company, in full compliance with the prerogatives provided for in the CCNL and company agreements.

This has resulted in a high degree of agreement on the fairness of labour employment conditions, safety and equal opportunities.

### STAFF BREAKDOWN BY CONTRACT TYPE

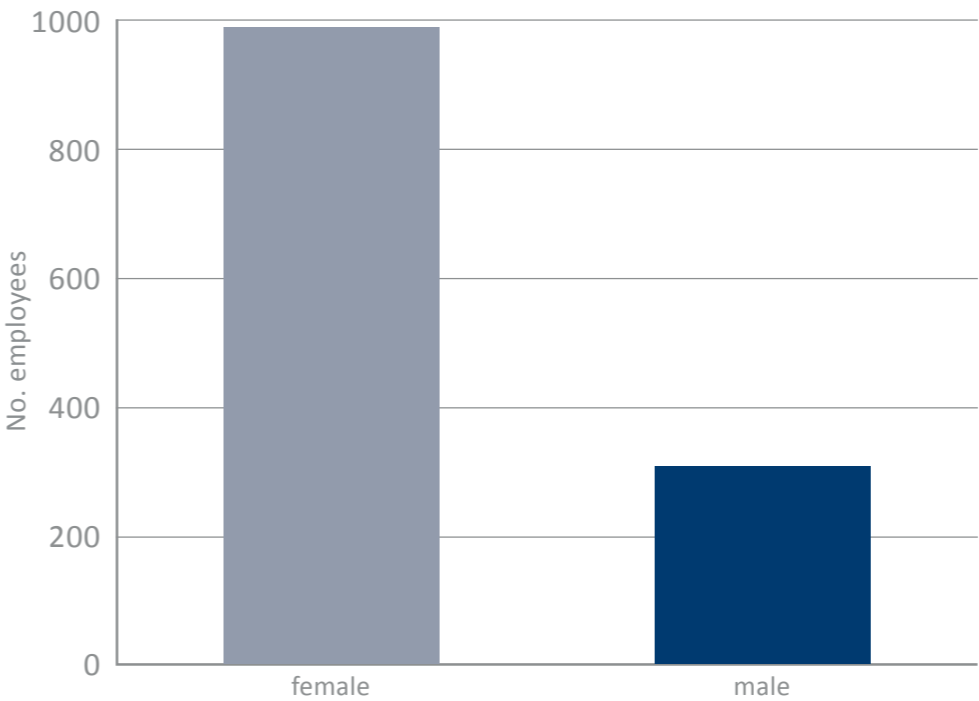


Data refer to locations in Italy, Romania and Tunisia.



The corporate population consists of **79% female staff** and 21% male staff.

**STAFF BREAKDOWN BY GENDER**

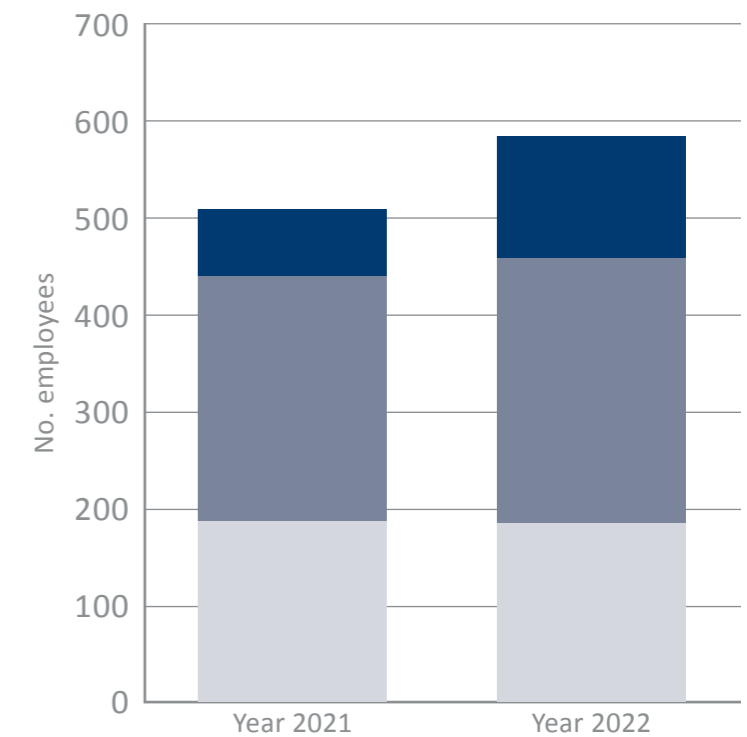


Data refer to locations in Italy, Romania and Tunisia.

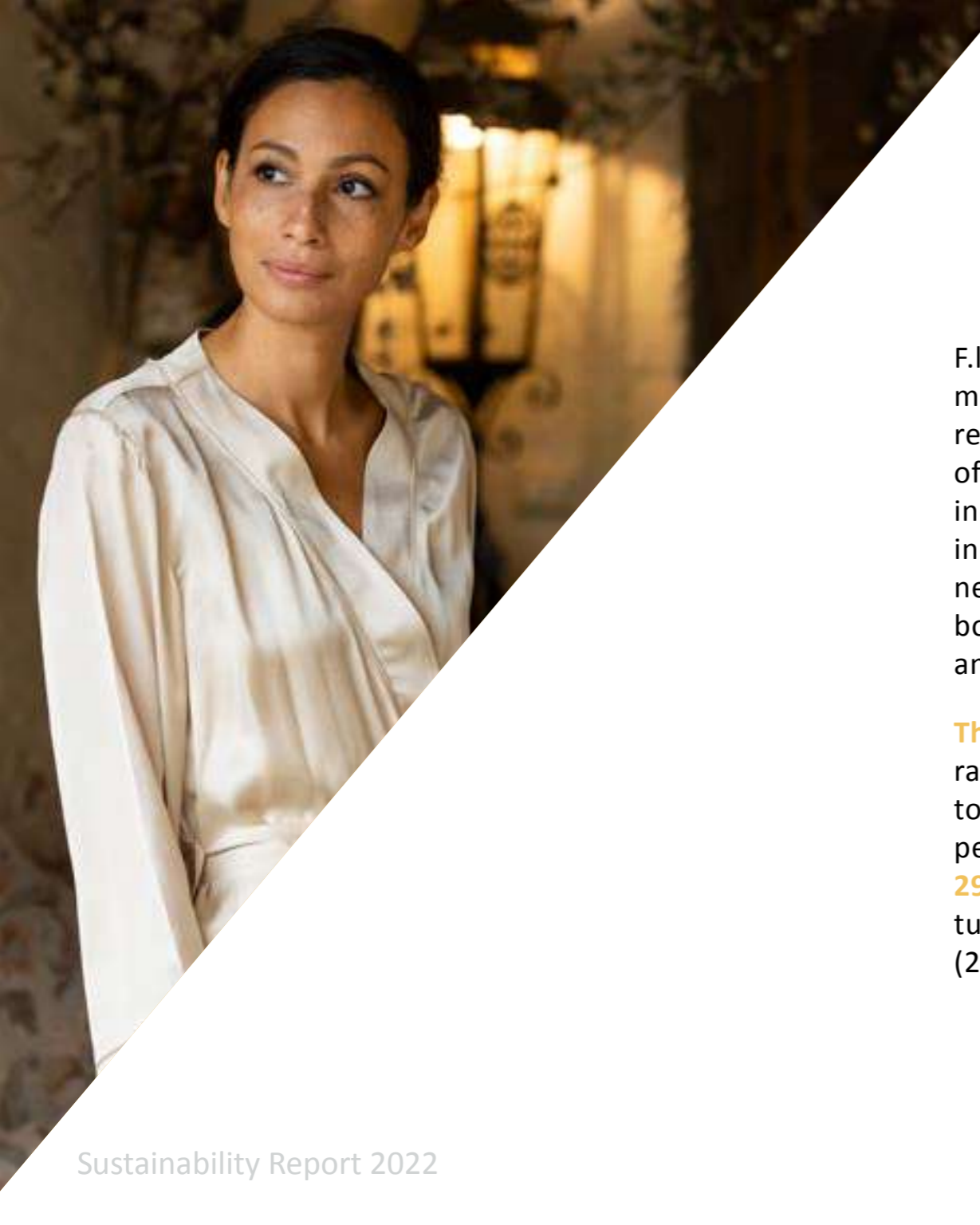
At the sites in Italy, more than 65% of F.lli Campagnolo employees are under 50 years old, and **22% are under 30 years old**. Compared to 2021, the under-30 corporate population has increased by 87%.

- of whom are > 50 years old
- of whom are between 30 and 50 years old
- of whom are < 30 years old

### MASTER DATA BREAKDOWN OF THE STAFF



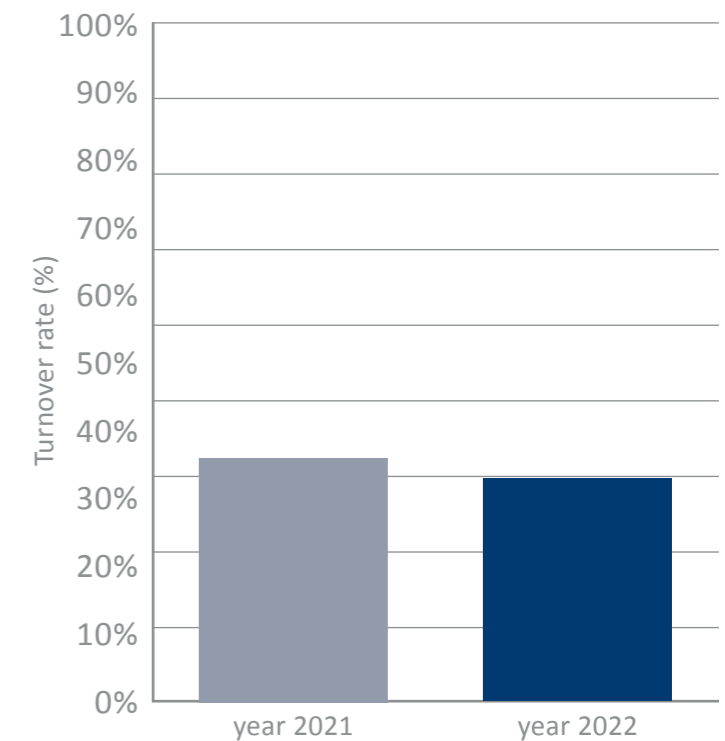
Data refer to locations in Italy.



F.lli Campagnolo is also experiencing a moment of growth in terms of human resources. In fact, the total number of employees, compared to 2021, has increased by **73.80%**. Note that such increase is mainly due to the entry of the new plant in Tunisia within the reporting boundary, which, individually, represents an increase of **56.06%**.

**The 2022 turnover rate** - calculated as the ratio of personnel leaving the company to the total workforce for the reporting period for plants in Italy - stands at **29.47%**, lower than the total workforce turnover rate for the previous period (2021).

### STAFF TURNOVER RATE



Data refers to locations in Italy



A **total** of **173** contracts ended during the reporting period. The breakdown of these by age group is presented below.

TERMINATED CONTRACTS, BY AGE GROUP	173
of which are aged < 30 years	88
of which are aged between the ages of 30 and 50i	56
of which are aged > 50 years	29

With particular reference to the turnover rate among younger staff, **51%** of the staff leaving the company are **under 30**. Note, however, that 67% of these,whose contractual relationship

ended during 2022, had fixed-term **seasonal agreements**, hired to be able to handle momentary labour peaks typical of the textile industry. Indeed, it should be specified that in order to meet these needs, it is necessary to temporarily supplement the logistics staff, the department that is most affected by the arrival of manufactured goods and shipments at the beginning of the season. F.lli Campagnolo sees these moments as an **opportunity to meet new talent** and propose ongoing contracts.

Within the contracts terminated by the over 50 age group, retirements are also included.



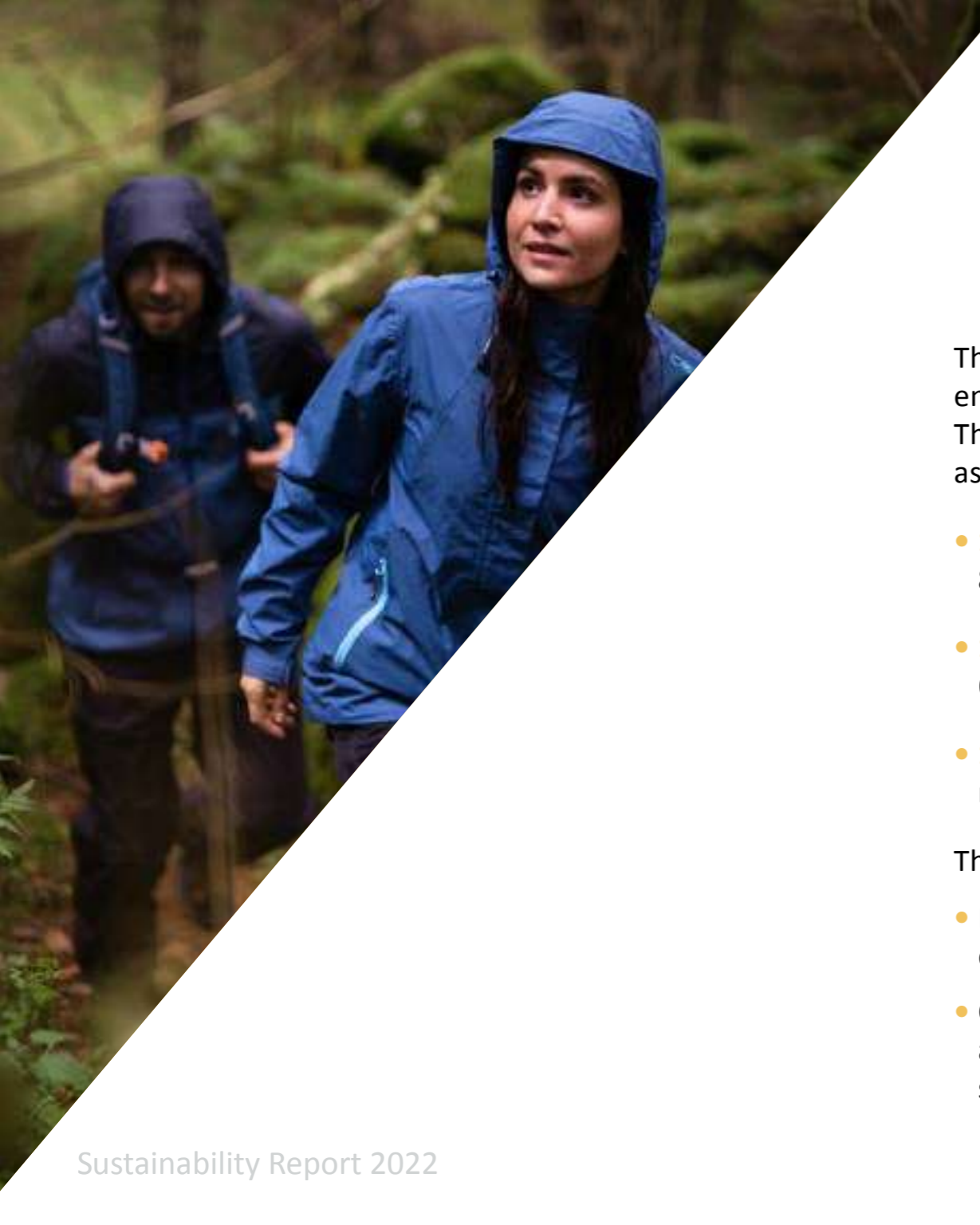
## Climate analysis

F.lli Campagnolo believes it is essential to ensure a positive working environment. With this in mind, **listening to** and **engaging** internal **stakeholders** turns out to be a key tool to obtain a snapshot of how employees experience and perceive their organisation.

By promoting this “**bottom-up**” approach, it is possible to understand the levers of their employees’ motivation, highlighting any areas of criticality that can be addressed at the Governance level.

During 2022, F.lli Campagnolo conducted a **business climate analysis**, based on several stages of development:

- Goal setting;
- Management involvement;
- Model preparation;
- Internal communication;
- Questionnaire hand out;
- Collection of responses and analysis of data;
- Training to the team dedicated to the project;
- Initiation of consolidation and improvement actions;
- Evaluation of the effectiveness of actions taken;



The questionnaire was submitted to the entire staff of F.lli Campagnolo in **Italy**. The hit rate was 60% and is broken down as follows:

- **107 employees**, whose response rate is 80%
- **139 sales staff**, whose response rate is 64%
- **101 logistics employees**, whose response rate is 44%

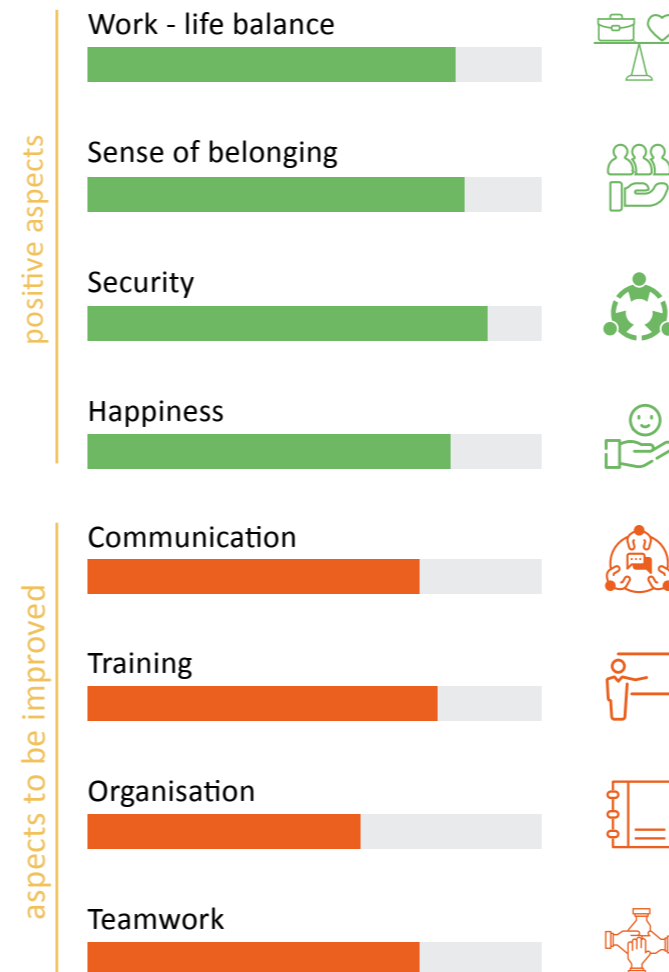
The issues under analysis:

- Professional development: training and encouraging the sharing of ideas
- Cohesion: communication, relationship among colleagues and with supervisors, teamwork

- Credibility: consistency and competence
- Guide: leadership, roles and goals
- Business structure: accessibility of information, working environment and organisation and time management
- Respect: meritocracy and work-life balance
- Pride: indicator of happiness, recognition, sense of belonging and security



## What emerged



F.lli Campagnolo appears to be a company where the **sense of belonging** and **job security** is very strong, however, it seems important to work **on the organisation** by also setting up an easily accessible system of **internal communication**, alternating moments of information aimed at the entire company population with others of exchange and sharing within smaller groups, aimed at enhancing and encouraging individual resources.



# Training

According to F.lli Campagnolo, promoting **corporate training paths**, both technical-professional and personal in terms of soft skills, is a **strategic element** in order to successfully meet the challenges of an increasingly competitive and diverse market.

The company believes that the organisation’s ability to innovate greatly depends on pursuing education in terms of consolidating and developing new skills.

**More than 3,000 hours of training** were provided in 2022, an average of 2.6 hours per employee.

Training hours include courses in Health and Safety, logistics and environmental

sustainability issues, social issues and governance. Areas of training:

-  Health and Safety
-  Automatic storage systems
-  Forklifts
-  ESG Sustainability

<b>Number of training hours received by employees</b>	<b>3203</b>
Of which hours received by females	2095
Of which hours received by males	1108

Data refer to locations in Italy.



## Corporate Welfare

F.lli Campagnolo continues its commitment to the **well-being of its employees**. In fact, there is a company agreement granting economic recognition which provides three types of awards.

- Preferential award
- Seniority award
- Achievement award

### YEAR 2021 - 22 BONUS

In December 2022, a significant performance bonus amounting to 1.000 Euros was paid to all employees in Italy for their achievements.

Corporate welfare, as well as being a set of both monetary and non-monetary benefits provided to employees, is also one of the tools for pursuing a sustainable development model for a company. With this in mind, F.lli Campagnolo shows increasing commitment through the maintenance and extension of initiatives to promote the well-being of its employees.

These initiatives include:



Conventions with local businesses



Newborn kit



Gift for special events



Water Project



Company canteen



### WATER PROJECT

As anticipated in the previous sustainability report, a **water bottle** was given to each staff member in 2022 inside their Christmas package. In addition, thanks to the increase in mineral and natural water dispensers, the use of plastic bottles has been almost completely eliminated.

### COMPANY CANTEEN

With consistency towards its belief in **supporting local businesses**, also for the canteen, F.lli Campagnolo preferred to rely on a small business to provide meals for its employees, rather than bigger companies preparing thousands of dishes every day. Even in 2022, the company bore virtually the entire cost of the service, leaving employees to pay a very small share.

## Health and Safety

The F.lli Campagnolo Group promotes working conditions and environments that protect the mental and physical integrity of people, committing to spread a company **culture of safety**, which develops risk awareness in employees and promotes responsible behaviour by everyone.

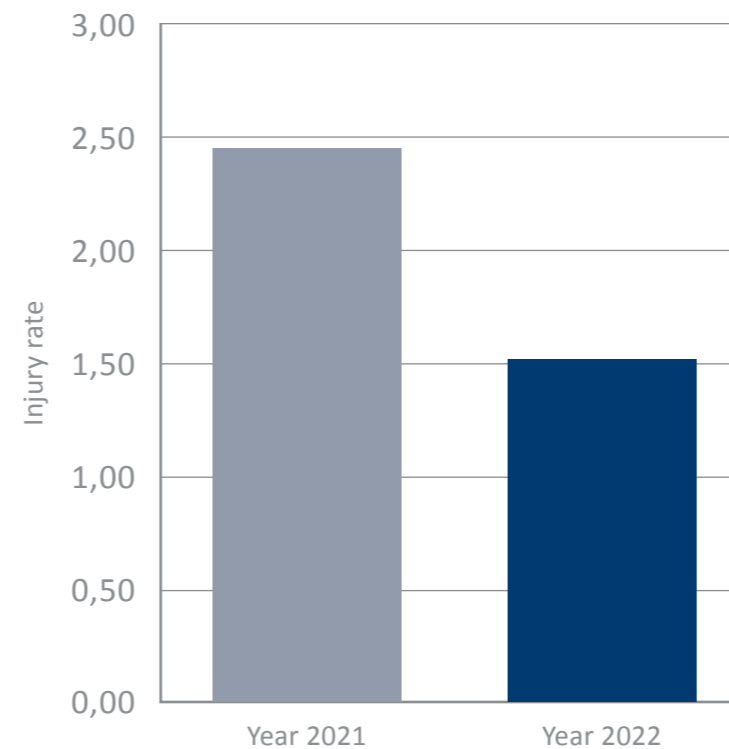
The Company recognises the **correct application of the current legislation** and compliance with related technical regulations as indispensable tools for

the achievement, maintenance and improvement of working conditions and environment that enable the protection of the safety and health of employees, contractors and third parties.

Internal communication related to health and safety issues takes place through **information processes and training courses** aimed at recognising potential risks and identifying incorrect behaviour should it occur.



### INJURY RATE



The injury rate refers to locations in Italy and is calculated through the ratio of the number of injuries to the total number of hours worked per 200,000.

As shown in the graph, the 2022 injury rate shows a **decreasing trend** compared to 2021.

Occupational health and safety for the establishment in Romania is regulated by National Law no. 319/2006.

Occupational health and safety for the plant in Tunisia is regulated in Article 44 of the Safety and Risk Code and refers to National Law 2009-11.



## Creating value for our community

The history and evolution of F.lli Campagnolo is based on a **strong connection with the area** that has been its home for more than 70 years. For this reason, F.lli Campagnolo is actively committed to supporting the local and extended community through the promotion of the culture of **inclusion in sports**, the enhancement of **cultural initiatives and in the social sphere** in the area, and the support of charitable projects including through donations and economic contributions.



A running race which covers 16 km and 51 bridges, in the historic city centre of Venice. CMP, as main sponsor, dresses staff and volunteers in **customised garments**.



## Sports value

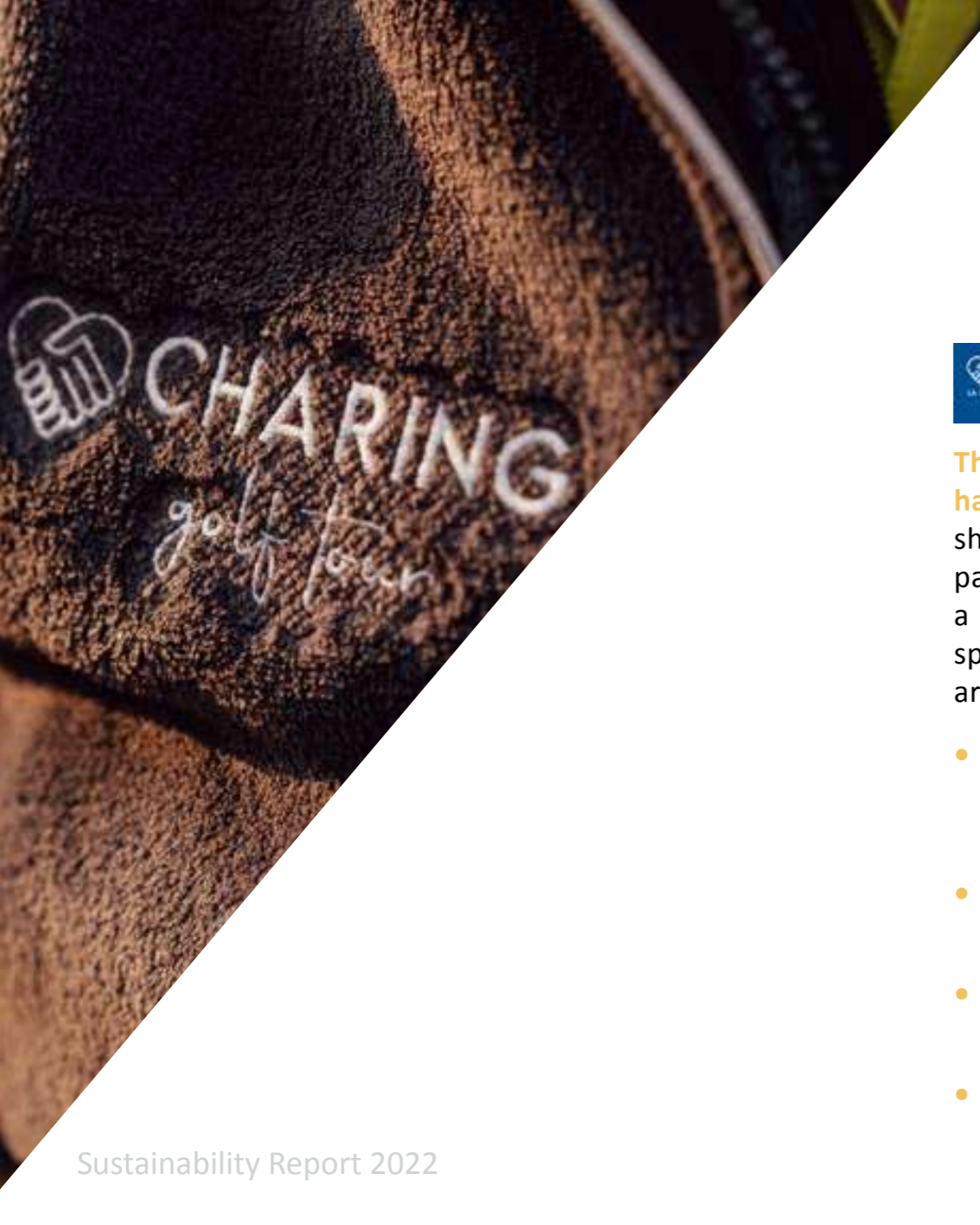
### SPORTS AND INCLUSION FOR CHILDREN AND YOUNG PEOPLE

The [SKI4SMILE](#) Project, which F.Ili Campagnolo supports, carries four important keywords that perfectly identify the values and goals behind the project: **Inclusion**, **Sports**, **Friendship** and **Growth**.

For [Week4Kids](#), now in its 10th year, F.Ili Campagnolo is a sponsor and partner; it is **a week tailored to children and young people** who, in addition to skiing, can have fun with shows, games, snowshoeing and finally the torchlight parade!

[60x60](#) is an initiative promoted by the F.I.S.I. of Verona, dedicated to children from 10 to 12 years old with the aim of **educating them in coexistence**, team spirit, to **love and know the mountains**, to give a chance to those who have their own natural talents to emerge at a competitive level, to make them acquire, during the course, a technical preparation that can become a professional opportunity for their future as a ski instructor/trainer/professional.





**The perfect recipe for doing good while having fun.** This is a charity sports event sharing values in social welfare, sports passions and local traditions. CMP, as a Gold Partner, provides customised sportswear to participants and staff. Here are the details at a glance:

- The amount raised by organisers was donated to the “In Aiuto” Project of the Seraphic Institute of Assisi
- 6 golf courses, among the most beautiful in Italy
- More than 15 renowned chefs of Italian Haute Cuisine
- More than 1,500 players

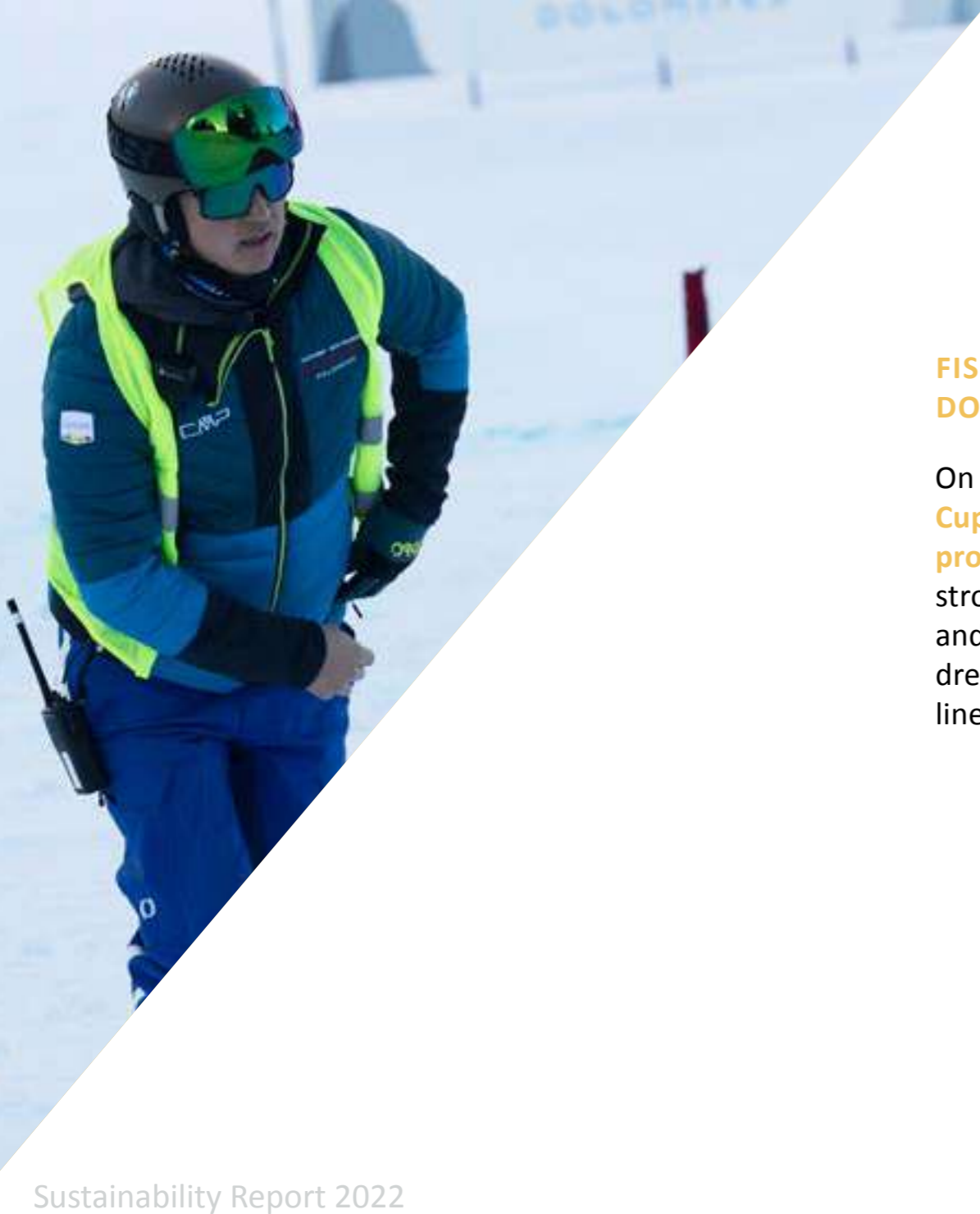




**177K\_CARNICA ULTRA TRAIL. 193km** among the trails of the Traversata Carnica to walk in close contact with nature. This is an initiative in which we believe not only for its **sporting value** but especially for its **charitable purpose**: the race, in fact, supports the “**Ideas of Running**” project, which promotes the start-up to sporting activity of **children with physical or cognitive disabilities** or children in **families with economic difficulties** who will thus have the opportunity to access sports scholarships.



**SMILE RUN.** Downtown Padua is tinged with yellow thanks to the non-competitive Smile Run charity run. Wearing a big smile and the beautiful yellow T-shirt we made based on the design of the artistic couple 2BROS, delivered in the race pack with CMP backpack. Proceeds will be donated to **Team for Children Onlus, L'Isola che C'è and Il sogno di Stefano**.



### FIS SKI CROSS WORLD CUP 3 ZINNEN DOLOMITES

On December 22<sup>nd</sup>, 2022, the **FIS World Cup** was held in San Candido in the **province of Bolzano**. CMP, a brand strongly associated with the mountains and in particular with skiing, helped by dressing those who were on the front lines of organising the competition.





## Social value



**PALLA AL PIEDE**, the ASD Polisportiva Pallalpiede, which F.lli Campagnolo is a sponsor of, was established with the aim of promoting **sports as a re-educational and social aggregation tool** under the banner of values such as adherence to rules, loyalty, solidarity, mutual support of team mates and respect for opponents, through the use of the international and shared language of football. This training course takes place within **prisons**, to foster a respectful lifestyle and good practices through sports and physical activity.

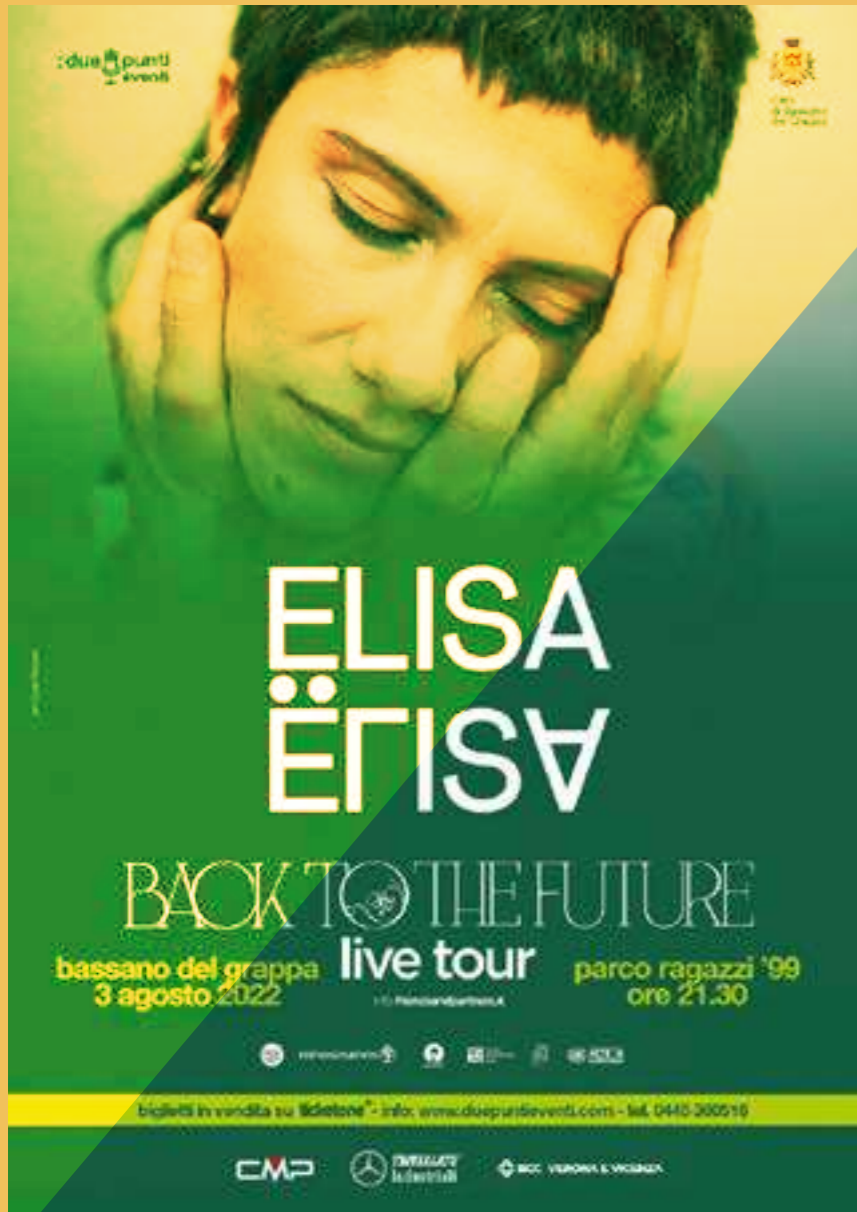


**6 INSUPERABILE**, This is a solidarity event that places true inclusion in the local area with sports and the arts **at the centre of every goal**, reinvigorating sports and cultural facilities through positivity and passion.

### ITALIAN PARALYMPIC POWERCHAIR SPORTS FEDERATION

CMP dresses the boys and girls of the **Italian Paralympic Powerchair Sports Federation** as a testament to a product available to everyone.





## Cultural value

### ELISA - BACK TO THE FUTURE

In August 2022, the company supported Elisa's "Back to the Future" live concert; as Advocate/Champion of the United Nations Sustainable Development Goals Campaign, Elisa serves as Artistic Director and is the promoter of a series of initiatives developed in the area around Bassano del Grappa.

### "IO CANOVA, GENIO EUROPEO"["I CANOVA, EUROPEAN GENIUS"] EXHIBITION

From October 15th 2022 to March 12th 2023, the Bassano del Grappa Civic Museums, through the exhibition "I Canova, European Genius," paid tribute to the greatest sculptor of the Neoclassical era. F.lli Campagnolo supported the

realisation of the exhibition by adopting a room and has allowed its employees to access it with reduced-rate admission.



Dicembre 2022



TRADIZIONE ALPINA  
a pag. 5

PNRR E NUOVI  
PROGETTI AL VIA a pag. 10

BASSANO CITTÀ  
DELLO SPORT a pag. 23



## Value of training



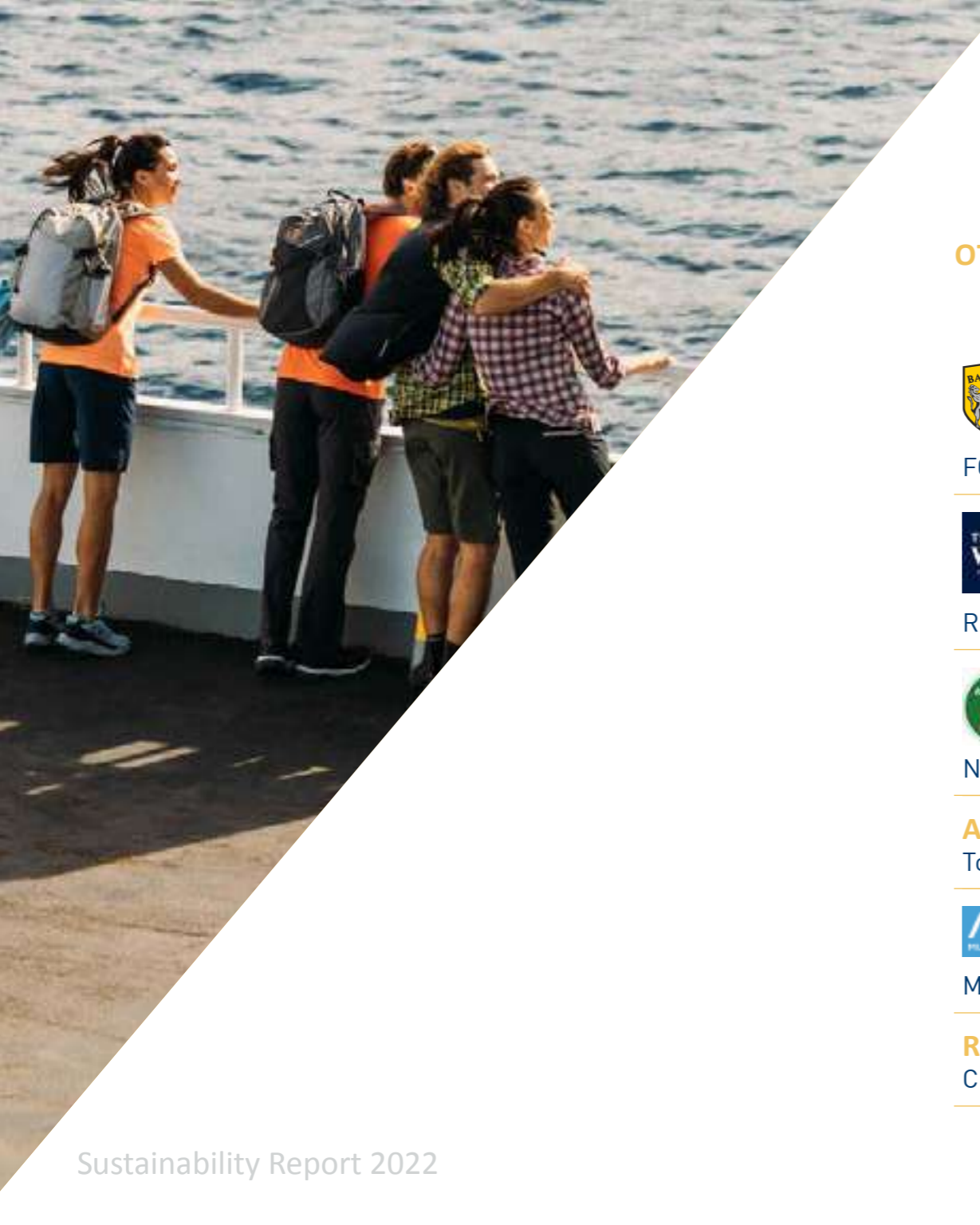
F.lli Campagnolo and BigRock have initiated a team challenge called ClasseX to create graphic designs to be proposed in the company.



For several years we have been actively participating in the SBS Master's programme, which was created in 2005 through the collaboration between Verde Sport, Ca' Foscari University of Venice and Ca' Foscari Challenge School and is dedicated to the training of professionals who will work in the sports field, both within companies like ours and in sports clubs and federations.



Born in 2022, with the sponsorship of F.lli Campagnolo, the first course in Veneto to become Product Manager in Sportswear was created. The company contributes to the success of the course by giving technical support and a teacher chosen from our staff. In addition, some students will be offered internship opportunities during the course of study.



## OTHER INITIATIVES TO SUPPORT THE COMMUNITY



FC Bassano - Football



Rafting and Outdoor Activities



National Alpine Association

**APT legate al mondo della montagna**  
Tourism



Music

**RESISTERE - Palazzo Roberti**  
Culture



Health



Tourism



Sport



Culture



Tourism



Sport

# Governance

“

*It's not how much we give, but rather  
how much love we put into giving.*

*Cit. Mother Teresa of Calcutta*

”

# The Company's principles of Governance

## SUSTAINABILITY GOVERNANCE

Through this report, F.lli Campagnolo expresses how **sustainability** is increasingly becoming a **key element** of its business model.

The company believes that economic and financial development, value creation at its community, and environmental safeguardian can only be pursued through the adoption of a **sustainable governance strategy**.

Therefore, during the reporting year, a full-fledged working group focused on sustainability issues inherent to the Group was formed, to support management in integrating a **sustainable business model** with corporate objectives.

The company has been investing in product and process improvement. During the reporting period, F.lli Campagnolo paid special attention to **warehouse digitisation** through the introduction of new automated storage systems, **supply chain mapping**, and **product life cycle extension**.

The Group's commitment is to **report and measure** its **ESG performance** annually, aiming at implementing activities **and improvement initiatives** to reduce its negative impacts while enhancing its positive ones regarding the three dimensions of sustainability: environment, people and governance.



## Governance structure and breakdown

The ownership of F.lli Campagnolo S.p.A. has referred to the **founding family** since its origins.

Regarding **Governance** structure, the company has opted for the “traditional” system of administration and control, characterised by the separation of the **management** body (Board of Directors) and the **control** bodies (Board of Statutory Auditors and Independent Auditors).

The **Board of Directors**, appointed for the three-year term 2023/2025, will serve until the approval of the budget for the 2025 fiscal year.

The Board of Directors, which is vested with all powers of ordinary and extraordinary administration, is an expression of

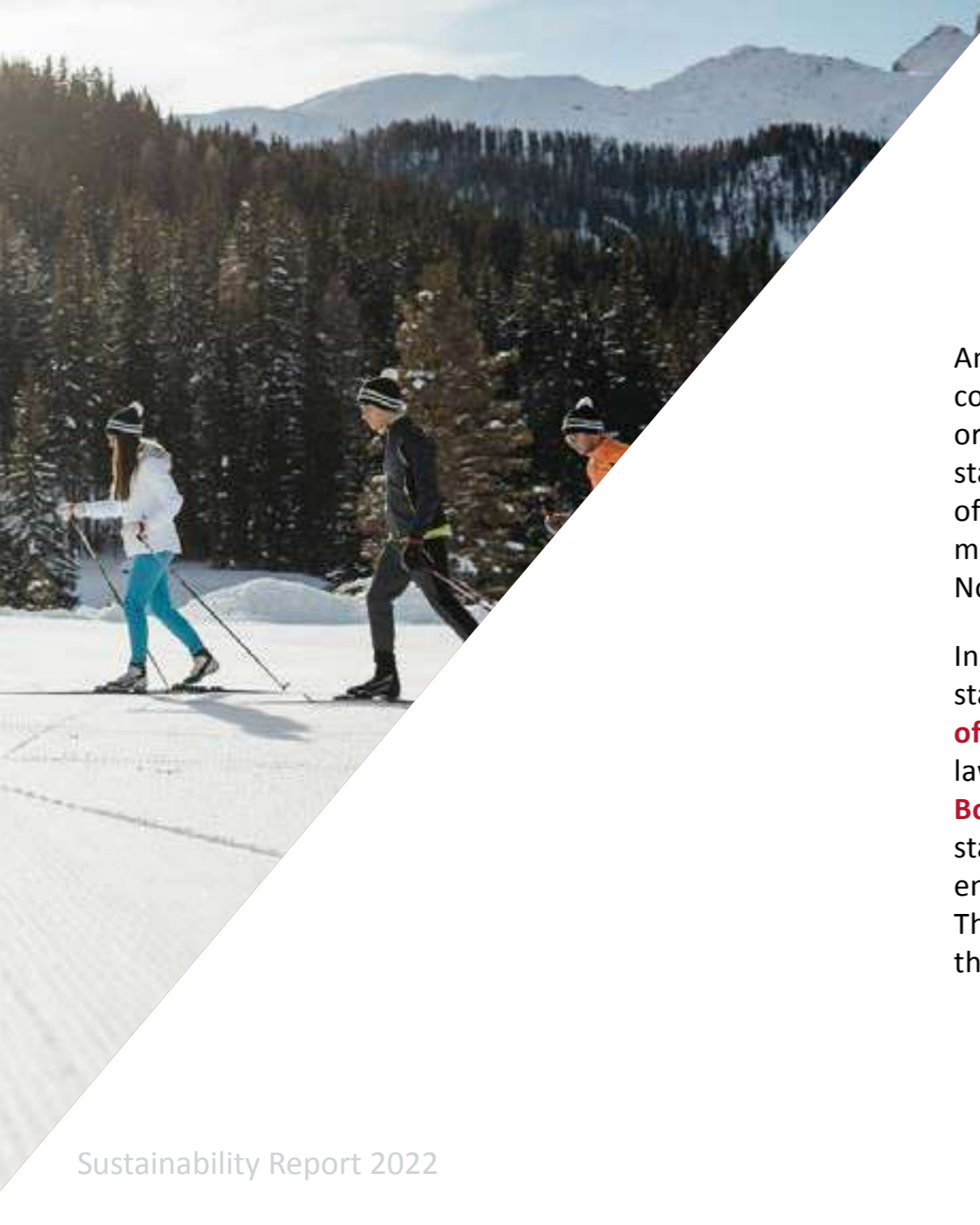
the founding family and consists of six members, five of whom have delegated and representative powers in relation to their role in the company.

In addition, some of them also serve as directors in other companies that are part of the F.lli Campagnolo group.

As for measures to **prevent and mitigate potential conflicts of interest** that could involve members of the Board of Directors, these are fully described in the **Code of Ethics** and, in particular, in par. 3.1, to which reference is made.

### BREAKDOWN OF THE BOARD OF DIRECTORS

	Number
Women	3
Men	3
← 50 years old	1
→ 50 years old	5
Meetings held over the course of the year	4



Any **critical issues**, relating to both the conduct of the organisation and to actual or even potential negative impacts on stakeholders, are brought to the attention of the **administrative body** at periodic meetings set at least every six months. No critical issues were found during 2022.

In any case, in order to guarantee all stakeholders, the work of the **Board of Directors** is subject, as required by law, to the legitimacy control of the **Board of Statutory Auditors**, while the statutory audit of the accounts has been entrusted to a leading **Auditing Firm**.

The remuneration of the members of the Board of Directors is determined in

its total amount by the Shareholders' Meeting, while the amount due to each member is determined by the Board of Directors itself. The reporting of these decisions is recorded in the drafts of the meetings of the two bodies.

The company's employee **compensation policy** is managed by the human resources department, in full compliance with the national collective bargaining agreements that are applied, as well as with the company and individual agreements that are signed.

## The values of the Code of Ethics

Since its origins, the company has been carrying out its business activities based on values such as **honesty**, **loyalty** and **solidarity**, aiming not only for **economic growth**, but also for the **welfare of its staff**, the creation of value among the community, both local and non-local, and the **protection of the environment**.

These values are guarded and formalised within the [Code of Ethics](#) of F.lli Campagnolo S.p.A., which intends to define and communicate in a transparent manner, externally and internally to its organisational boundaries, the principles and methods by which corporate activities are conducted.



Honesty, transparency and respect for the law



Loyalty and faithfulness



Confidentiality



Integrity and respect for each person's dignity – Equal Opportunity



Meritocracy, competence and professionalism



Occupational health and safety protection



Family protection



Environmental protection



## Economic performance

F.lli Campagnolo's turnover grows every year, and with it, **corporate responsibility** grows as well, in terms of economic, social and environmental sustainability.

In 2022, the Group's turnover was 266 million euros.

The economic value generated, distributed and retained by F.lli Campagnolo for the year under analysis was computed according to the GRI 201 international standard:

- **Economic value directly generated** by the company is represented by revenues such as net sales plus revenues from financial investments and sales of assets
- **Distributed economic value**, on the other hand, is represented by the fol-

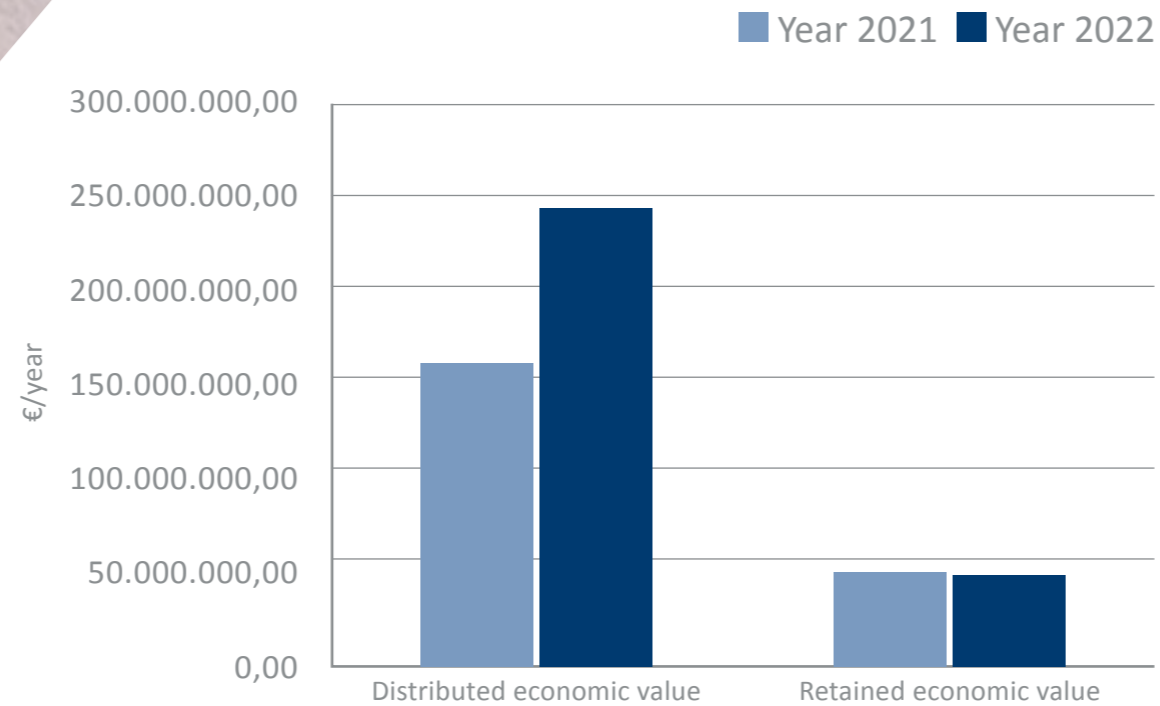
lowing components: operating costs, remuneration of personnel, remuneration to capital providers, remuneration of public administration, and investment in the community.

In 2022, the economic value generated by F.lli Campagnolo was 266 million euros (+40% than 2021), of which, as shown in the graph below, 88% was distributed.

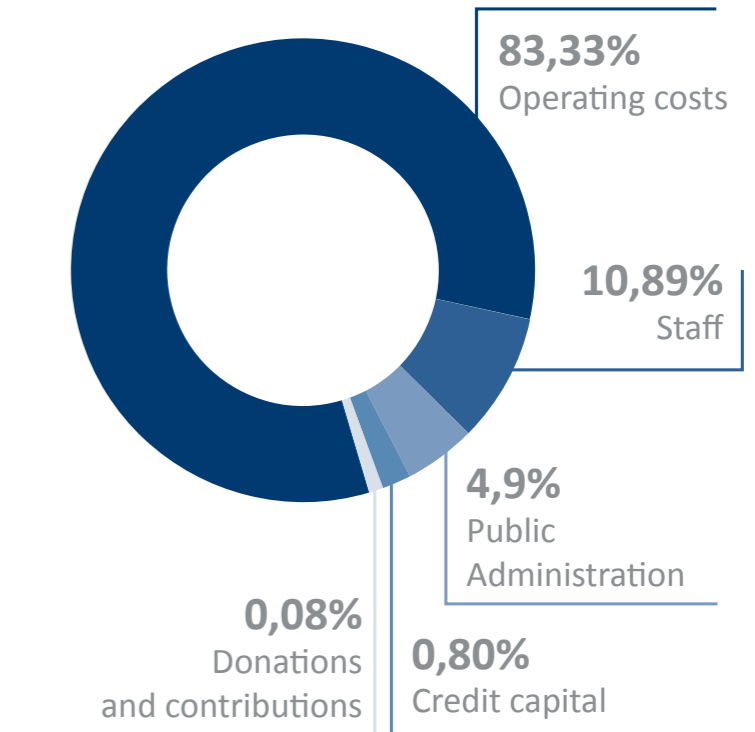
The **distributed economic value** is mostly composed of the costs incurred for the purchase of raw materials and other products and for the remuneration of personnel.

**Donations** and contributions amount to €190,722.65 for the year 2022.

## Retained and distributed economic value



## Distributed economic value





## An accessible product

The group's **mission** responds to the demands of a consumer who has been increasingly looking for up-to-date yet affordable garments, accessories and home textiles.

The theme of **accessibility** has always been a hallmark of F.lli Campagnolo's product, in terms of economic range, size, taste and target consumer.

With special reference to outdoor activities, the product line can satisfy the following **target consumers**:

### BEGINNER

Those who choose us to start a new outdoor activity.

They seek good physical and mental health through new experiences. They want garments which are good value for money and multifunctional, perfect to be used for different occasions.

### OUTDOOR LOVER

Passionate about the outdoors, usually active at weekends or during leisure time.

They have a good understanding of the importance of having technical equipment, with a good level of

performance. They look for fun and satisfaction during sports activities, not competition.

### PARENTS

They love outdoor activities with the family and often travel.

They have to handle their children changing clothes size without great expense.

They want their garments to be safe, comfortable, so they look for practicality, functionality, and value for money when shopping.

### EXPERIENCE LOVER

Someone who loves experiences and sharing only the outdoors can offer (from camping to canoeing, city touring to travelling events).

They look for clothing and shoes that can be used at different times with a good combination of style and comfort, while also aiming for higher performance.



## Product innovation and digitalization

**Technological innovation, research** and development, and process digitisation are issues F.lli Campagnolo has been investing more in, with a view to process efficiency,

increased product quality, improvement and extension of product life cycle, and reduction of CO2 eq emissions.

### LONG LIFE TO OUR PRODUCT!

As guests of Planet Earth, it is now imperative for companies to act according to the principles of sustainable development, preserving the natural systems from which resources are taken and not exceeding their capacity to absorb waste and refuse, generated by human activities.

F.lli Campagnolo intends to establish an internal **Working Group** to introduce actions that can lengthen the **product life cycle**. F.lli Campagnolo's commitment is to provide the consumer with a service to maintain and extend the life of their product.

**31**automated  
storage systems  
in Bassano**3**automated storage  
systems in Trebaseleghe**>20,000**parts like  
load capacity**10**operators involved  
in the operation

## AUTOMATIC STORAGE SYSTEM

The year 2022 saw the entry of **new automated storage systems** aimed at digitising and simplifying warehouse operations.



The installation of such technology enables **the optimisation of warehouse space** and the improvement and optimisation of picking steps by operators. Operators dedicated to module operation vary by period. On average, the operation of such technology needs the involvement of 10 total operators.

The introduction of such storage systems has paralleled the **training**, at both basic and advanced levels, of dedicated figures.



## The supply chain of F.lli Campagnolo

The supply chain constitutes the set of suppliers and other parties necessary to obtain a product, from its manufacture to its sale through distribution channels.

The growing attention to sustainability issues and the awareness of their systemic connection among all those involved in the supply chain has led F.lli Campagnolo to understand that only through the **full involvement of the entire supply chain** is it possible to reduce inefficiencies, risks and environmental impacts while creating value for stakeholders with a view to sustainable development.

The first step implemented to make supply chain management sustainable was the **involvement of suppliers** through the sharing of a questionnaire that can map their ESG performance.

The questionnaire was structured into three sections, devoted to environmental, **social** and **governance sustainability, respectively**. Each of these aimed at exploring specific issues such as greenhouse gas emissions, occupational health and safety, and transparency in business conduct.

This activity produced a **twofold result**: on the one hand, it made the suppliers aware of the **path** taken by F.lli Campagnolo and made them aware of **sustainability issues**, and on the other hand, it allowed the company to **verify the state of the art** regarding the presence of ESG activities implemented or not by the interviewees.



Analysis of the responses yielded several considerations, including the fact that 100% of the sample surveyed held BSCI certification or certificates of similar validity:

### ENVIRONMENT

- 58% have set environmental goals to improve their performance
- 68% measure and monitor their energy consumption
- 63% have a recycling and recovery programme for waste reduction

### SOCIAL

- 89% have a corporate responsibility policy

- 95% have procedures in place to ensure that all workers are paid at least the statutory minimum wage
- 79% have an employee evaluation system in place

### GOVERNANCE

- 84% have a management representant responsible for ensuring compliance with environmental laws, regulations, and codes
- 79% conducted audits of their labour, health and safety management systems in the past year
- 53% select their suppliers based on their ESG performance

The company intends to **continue** this kind of engagement by engaging more deeply with suppliers and others orbiting the supply chain of **individual brands**, reasoning not only by large numbers but also examining smaller entities so as to have a complete picture and transparent communication towards stakeholders.

In the **short term**, F.lli Campagnolo intends to undertake **restitution** to the suppliers involved, providing them with an assessment regarding the information transmitted and sharing, through the drafting of a **Code of Conduct**, objectives and commitments that will lead to a common, more **responsible** vision of how to **do business**.





# 2030 OF F.LLI CAMPAGNOLO UNITED NATIONS AGENDA

Having reached the conclusion of the second year's reporting, F.lli Campagnolo now intends to express its commitment to the **future**, by setting **sustainability goals** it will make a greater commitment to, through **support** for targeted and concrete projects.

The **2030 Agenda** for Sustainable Development has defined **17 global goals**, this represents a guideline, but at the same time a challenge to be faced every day.



# Future Projects of F.Ili Campagnolo

③ Implementation of **Corporate Welfare activities with a** focus on prevention and other initiatives in medical and employee wellness.

④ ⑩ **Patronage, encouragement and support** for the initiation of specialised school pathways and projects involving students interested in research activities..

④ ⑧ **Continuous training** activities of employees, both to create a Participatory Culture in the company but also to increase skills and enhance staff.

⑪ ⑬ ⑮ **Sustainable events,** development of a tool to collect data and key parameters to assess the environmental impact of events supported by F.Ili Campagnolo.

⑫ ⑬ ⑮ **Repairs Programme,** to decrease the production of potential waste with extended product life.

⑪ ⑬ ⑭ ⑮ Initiatives to support organisations with the goal of **collecting and disposing of abandoned waste** on beaches, roads, parks, and seabeds.

③ ⑪ ⑬ ⑮ Design of a **Bee park** in the green space adjacent to the headquarters where to plant long stem collectives, green meeting areas, and relaxation areas for the benefit of employees, as well as install 2 beehives with the aim of generating a positive impact for biodiversity.

⑤ ⑫ **Management systems and company certifications,** aimed and improve processes and quality of work through training to obtain the quality management system according to ISO 9001 and the certification for Gender Equality, Uni/PdR 125:2022

⑭ ⑮ Partnerships with **associations active in animal protection and conservation** through product-related initiatives.

⑦ ⑨ ⑫ Energy **efficiency** and redevelopment projects for properties owned by the Group

⑧ opere di **miglioramento ambienti e condizioni di lavoro** presso le sedi produttive di proprietà estere



# TABLE OF CONTENTS GRI

As stated in Section 1.4 “Use of GRI Standards,” in cases where F.lli Campagnolo has been unable to fulfill a disclosure or requirement required by GRI standards, the table of contents, attached to this document, indicates this and provides the reason for the omission.

This document has been prepared in compliance with Section 4 of “GRI 1: Core Principles 2021 - Reporting Principles” with a view to enabling readers of the information presented below to make informed assessments of the organisation’s impacts and contribution to sustainable development.

Finally, as stated in Section 3 of “GRI 1: Fundamental Principles-Reporting in Compliance with GRI Standards,” if some information is mentioned in this paper but elaborated further in a different document, the table of contents provides directions as to where those insights can be found.

## GRI INDEX

PILLAR OF SUSTAINABILITY	MATERIAL ISSUES	GRI STANDARDS	BUDGET SECTION	REASONS FOR OMISSION	EXPLANATION	PAGE
GRI 2  General Disclosure (2021)		2-1 Organisational details	The company			7
		2-2 Entities included in the organisation's sustainability report	Reading Guide, The Boundaries of Analysis			2,14
		2-3 Reporting period, frequency and point of contact	Reading Guide			2-3
		2-4 Review of information	Reading Guide			2-3
		2-5 External Assurance	Reading Guide			2-3
		ACTIVITIES AND WORKERS				
		2-6 Activities, value chain and other business relationships	Production, The supply chain of F.lli Campagnolo			16, 87
		2-7 Employees	The people in the group			50
		2-8 Non-employee workers	The people in the group			50
		GOVERNANCE				
		2-9 Governance structure and breakdown	Governance structure and breakdown			78
		2-10 Appointment and selection of the highest governance body	Governance structure and breakdown			78
		2-11 President of the highest governing body	The chairman of the board of directors is Giorgio Campagnolo.			
		2-12 Role of the highest governing body in overseeing impact management	Priorities for F.lli Campagnolo, Governance structure and breakdown			28,78
		2-13 Delegation of responsibility for impact management.	Priorities for F.lli Campagnolo, Governance structure and breakdown			28,78
		2-14 Role of the highest governing body in sustainability reporting	Priorities for F.lli Campagnolo, Governance structure and breakdown			28,78

PILLAR OF SUSTAINABILITY	MATERIAL ISSUES	GRI STANDARDS	BUDGET SECTION	REASONS FOR OMISSION	EXPLANATION	PAGE
GRI 2  General Disclosure (2021)		2-15 Conflicts of Interest	Governance structure and breakdown			78
		2-16 Communication of critical issues	Governance structure and breakdown			78
		2-17 Collective knowledge of the highest governing body	The values of the Code of Ethics			79
		2-18 Performance evaluation of the highest governing body	The performance of the highest governing body is not currently evaluated.			
		2-19 Remuneration policies	Governance structure and breakdown			78
		2-20 Remuneration determination process	Governance structure and breakdown			78
		2-21 Annual total remuneration ratio	-	Obligation of confidentiality	It is not possible to report the indicator for reasons of confidentiality and competitive advantage of the information it requires.	
		2-22 Sustainable development strategy statement	Reading guide, Letter to stakeholders, Sustainability governance			2, 4, 77
		2-23 Policy Commitment	The values of the Code of Ethics			79
		2-24 Integration of policy commitments.	Sustainability Governance, The Values of the Code of Ethics			77, 79
		2-25 Processes to remedy negative impacts.	-	Unavailable or incomplete information or incomplete	F.Ili Campagnolo is defining how it will manage its negative impacts.	
		2-26 Mechanisms for seeking clarification and raising concerns	Information is unavailable	Unavailable or incomplete information or incomplete	F.Ili Campagnolo is implementing ways to ask for clarification and raise concerns.	
		2-27 Compliance with laws and regulations	There were no non-compliances with laws and regulations during the reporting period.			
		2-28 Membership Associations	F.Ili Campagnolo is a member of trade associations such as Confindustria Vicenza and Assosport.			
		STAKEHOLDER ENGAGEMENT				
		2-29 Approach to stakeholder engagement	Reading guide, Priorities for F.Ili Campagnolo: the material issues			2, 28
		2-30 Collective bargaining agreements	People in the group, People in numbers			50-51

PILLAR OF SUSTAINABILITY	MATERIAL ISSUES	GRI STANDARDS	BUDGET SECTION	REASONS FOR OMISSION	EXPLANATION	PAGE
MATERIAL ISSUES		SPECIFIC DISCLOSURE				
		3-1 Process of determining material issues	Priorities for F.Ili Campagnolo: the material issues			28
		3-2 List of material issues	Priorities for F.Ili Campagnolo: the material issues			28
SPECIFIC DISCLOSURE						
PLANET	Waste Management	3-3 Management of material topics	Waste Management			39-40
		306-1 Waste generation and significant waste-related impacts.	Waste Management			39-40
		306-2 Management of significant impacts related to waste.	Waste Management			39-40
		306-3 Waste generated	Waste Management			39-40
		306-4 Waste diverted from disposal.	Waste Management			39-40
		306-5 Waste for disposal	Waste Management			39-40
	Energy and emissions	3-3 Management of material topics	Thermal, water and energy consumption			31-37
		302-1 Energy consumption within the organisation.	Thermal, water and energy consumption			31-37
		302-3 Energy Intensity	Thermal, water and energy consumption			31-37
		3-3 Management of material topics	Carbon Footprint of the Organisation			42
		305-1 Direct greenhouse gas emissions (Scope 1).	Carbon Footprint of the Organisation			42
		305-2 Indirect greenhouse gas emissions from energy sources (Scope 2).	Carbon Footprint of the Organisation			42
		305-4 Intensity of greenhouse gas emissions.	Carbon Footprint of the Organisation			42
	Water consumption	3-3 Management of material topics	Thermal, water and energy consumption			31-37
		303-1 Interactions with water as a shared resource.	Thermal, water and energy consumption			31-37
		303-2 Management of impacts related to water discharge.	Thermal, water and energy consumption			31-37
		303-3 Water withdrawal	Thermal, water and energy consumption			31-37
		303-4 Water Drainage	Thermal, water and energy consumption			31-37
		303-5 Water Consumption	Thermal, water and energy consumption			31-37

PILLAR OF SUSTAINABILITY	MATERIAL ISSUES	GRI STANDARDS	BUDGET SECTION	REASONS FOR OMISSION	EXPLANATION	PAGE
PEOPLE	Attention and support for the community	3-3 Management of material topics	People			50-51, 66-75
		401-1 New hires and employee turnover.	People in the group, People in numbers			50-51
		401-3 Parental leave	People in the group, People in numbers			50-51
		3-3 Management of material topics	Creating value for our community			66-75
		413-1 Operations with local community involvement, impact assessments and development programmes	Creating value for our community			66-75
	Health and safety	3-3 Management of material topics	Health and Safety			63
		403-1 Occupational health and safety management system				
		403-2 Hazard identification, risk assessment and accident investigation				
		403-3 Occupational health services				
		403-4 Worker participation, consultation and communication on occupational health and safety				
		403-5 Worker training in occupational health and safety.				
		403-6 Workers' health promotion				
		403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships				
		403-8 Workers covered by an occupational health and safety management system				
		403-9 Occupational Injuries				
		403-10 Work-related illnesses				
	Employee training	3-3 Management of material topics	Training			60
		404-1 Average hours of training per year per employee	Training			60
	Employee welfare	3-3 Management of material topics	Corporate Welfare			61
PRINCIPI DI GOVERNANCE	Supply chain	3-3 Management of material issues	The supply chain of F.lli Campagnolo			87
		204 Procurement practices	The supply chain of F.lli Campagnolo			87
	Integrity and ethics in business administration	3-3 Management of material issues	Economic performance			80
		201-1 Direct economic value generated and distributed	Economic performance			80
	Efficiency and digitisation of processes	3-3 Management of material topics	Product innovation and digitisation			84



NO OIL  
NO VICE

Life  
is a journey



Scientific and technical coordination



Graphic design:



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