




Abstract

# 2024

Sustainability Report





[A brakeless truck gives  
no warning on the way up.  
It is only when the road  
turns downward  
that danger begins.]

**Giorgio Campagnolo** - First Generation

In 2024, **F.lli Campagnolo** continued to strengthen its commitment to sustainable growth, aware that the real challenge is not simply to accelerate, but to know how to steer growth once it gathers speed

It is a **way of doing business that looks to the future** while staying rooted in people, the local community, and the values that truly matter.

*For further details, please refer to the full Report on the back page.*



over

**9 million**

garments produced, through both in-house and external production

# Economic and industrial performance

[Every month, on the 10th, my grandmother would walk into the company and ask one question first: 'had everyone been paid?' Everything else came later.]

Fabio Campagnolo - Second Generation

over

**€ 210 million**

in revenue

over

**50%**

of production destined for export



61

directly  
operated stores

80%

of distribution through  
wholesale channels

Export share by country:

**43% Italy**

**34% Germany**

**5% Spain and Austria**

**3% Poland and Switzerland**

**2% France**

**1% Denmark**

**4% other countries**

The 2024 results in production, revenue, and international presence confirm **sustained growth** and a strong **competitive position**.

# People and organization

[When people ask how many employees work for me, I say: 'None.' I am the one who works for them all.]

Giorgio Campagnolo - First Generation

**1,123**  
employees worldwide

Workplace injuries fell to  
**5 cases**  
decreasing compared to 2023

Turnover:  
**15,94%**  
(Italy)

**42.5 years**  
Average age

The company continues to invest in **skills development, safety,** and the **well-being of its people.**




**77.6%**  
female employees

**22.4%**  
male employees

almost  
**4,000 hours**  
of training delivered to 89 employees

Employees are mainly based in  
**53% Italy**  
**28% Tunisia**  
**14% Romania**  
with a direct presence also in Germany,  
Austria, France, Switzerland, San Marino, and China

A woman with long dark hair, wearing a wide-brimmed yellow hat and a sleeveless yellow dress with a scarf, stands in a field of dry grass under a bright sky. The image is used as a background for the left side of the page.

A Code of Ethics rooted in the values of honesty, loyalty, and solidarity

A whistleblowing system compliant with current legislation

A structured and monitored international supply chain

A double materiality assessment updated in line with ESRS standards

# Governance and ethics

**[Being together requires a constant effort to adapt, to temper one's pride, to recognize one's own limits, and to acknowledge the abilities of others.]**

Michela Campagnolo - Second Generation

The establishment of a Steering Committee as part of the path toward gender equality certification under UNI/PdR 125:2022

The company's governance is built on transparency, integrity, and responsible risk management, supported by a **structured system** that also extends across the supply chain.

# Environment

In 2024, F.lli Campagnolo confirmed its focus on **efficiency** and the **reduction of environmental impacts**, laying the foundations for a structured decarbonization pathway.

[A small seed grows into a bigger plant.]

Maria Disegna - Generation Zero

## Biodiversity at the headquarters

The company created a corporate apiary and developed green areas with new planting initiatives.

**Forest restoration – Asiago Plateau Forest redevelopment and environmental restoration.** Awareness-raising on climate-related issues.

Monitoring of **CO<sub>2</sub> emissions**, alongside the definition of a structured reduction and decarbonization strategy.

Water consumption continues to decrease.

Design of **photovoltaic systems** to reduce emissions and **increase the use of renewable energy**.



# Circular economy and product

The initiatives launched during the year include garment repair services, as well as reuse and resale activities, with the aim of **extending product life cycles and reducing waste.**

**[Nothing comes out of a closed fist, but nothing can enter it either.]**

Maria Disegna - Generation Zero

over  
**5,600 tons**  
of materials purchased  
(83% of which were finished products)

over  
**10,000**  
garments donated  
to charitable projects



## ReLove

A CMP project for the repair and reuse of garments, developed to extend product life cycles and promote more responsible consumption models.

## ReStart

Recovery and reuse of returned or unsold garments, which are reintroduced into the market.

## ReFit

A garment repair service designed to extend products' use over time.

# Community and local area

[Our land has given us so much; every day, we try to give something back.]

Fabio Campagnolo - Second Generation

## Welcome Gift Newborn

Donation of a shopping voucher and a baby bodysuit for newborns in the Municipality of Bassano del Grappa.

## Bikes for Africa

Collection and donation of refurbished bicycles for communities in Africa and Ukraine.

## Camminando – Cooperativa Coesa

Supply of technical clothing for educational outdoor activities.

## Un filo che unisce

Creation of products using recovered company materials within the workshop of the Vicenza Prison, involving and training incarcerated people

The company continues to strengthen its **social commitment** through projects that support **local and international communities**. These initiatives include **support for families and newborns**, reuse and **donation projects, collaborations** with social organizations, and **volunteering activities**.

3,000 kg

of waste collected through the Plastic Pull project





**170** people involved

**DAY1 – Diabetes prevention**  
Early screening programme using rapid, non-invasive tests.

**29** birth bonuses

Financial contribution for each child during the first years of life, also extended to children born in the previous three years.

**Life Insurance Policy**  
Coverage for all employees.

# People, welfare, and health

Taking care of people means looking beyond the workplace. In 2024, F.lli Campagnolo strengthened its initiatives to support the well-being of employees and their families.

*[When you care for an employee, you care for their family too.]*

**Giorgio Campagnolo - First Generation**

# Education, young people and sport

**[ I have been young for 88 years. ]**

Giorgio Campagnolo - First Generation

## **ENTER International**

Hospitality at the company headquarters, with opportunities for dialogue on sustainability and innovation.

## **177 Carnica Ultra Trail**

Contribution to the production of a documentary film dedicated to an athlete with a disability.

## **Win Win Tournament**

Participation in a fundraising initiative in support of a local association.

## **PittaRosso Pink Parade**

Participation in the initiative supporting research into women's cancers.

**Educational projects, sporting events, and local initiatives** involved students, communities, and athletes.



## **Infinity 2 – A School in Space**

Supply of technical clothing to students and teachers taking part in a scientific mission in Iceland to study greenhouse gases.

## **FIS Para Nordic World Cup**

Technical sponsor, with the supply of clothing for the event staff.



### Emissions reduction

From 2025, the company will launch a structured pathway to progressively reduce CO<sub>2</sub> emissions, contributing to climate change mitigation.

### Renewable energy

The installation of photovoltaic systems is planned to increase self-produced energy and reduce environmental impact.

### Facility efficiency

Measures will be introduced to improve energy consumption and make production processes more efficient.

### Responsible use of resources

Water and energy consumption will continue to be monitored, with the aim of reducing use over time and encouraging more circular models.

# Sustainability plan

[ 'Ndemo 'vanti ] (Let's move forward)

Graziella Comacchio - First Generation

Together, these initiatives outline a path of **progressive improvement**, focused on **reducing environmental impacts** and **managing resources more efficiently**.

### Certifications and ESG governance

The company will continue its path toward obtaining and consolidating certifications for its foreign production sites and its Italian operations, while strengthening its internal culture around ESG topics.

### Value chain

Actions will be taken to strengthen collaboration and cohesion across the supply chain, promoting a more responsible and integrated management approach.

Scan the QR  
code for the  
**full Report.**

