

DINOLE®



VELLUTO

Manifattura Tessile Di Nole S.p.A.

Sustainability Report 2020

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Letter from the administrator

Manifattura Tessile Di Nole has existed for more than one hundred years and in its factory, it produces velvets which are appreciated all over the world, using the know how of real artisans from the local area and the finest raw materials. The evolution of the company has been dependent on respect for people, for their knowledge and abilities together with the protection of the surrounding natural environment. We have always worked to prize our history and textile manufacturing factories, to value the knowledge passed on from father to son, while also investing in state of the art technologies, in new productive processes and in developing innovative products. All of this combines with particular care for the personnel and for safeguarding our know how and our territory, which must be preserved and which we are loathe to dissipate.

Drawing up a sustainability report is a way of setting up a system of taking note of results which can no longer be solely read in a financial key, in the present day, but which need to be framed within and without the company in a multidimensional key based on the sustainability of our choices.

This is why we have chosen to go beyond the fulfilment of regulatory obligations, towards a reporting system that represents an important document, which tracks the steps made up to now, as well as defining future ones, with a view to continuous improvement for the people we deal with daily and the local and global environment.

Our objective is to give concrete data regarding the valorization of people and of their professionalism, regarding safety and health in the workplace, the protection of the environment and respect for the territory in which M.T. Di Nole operates.

We find the choice of drawing up a sustainability report coherent with the important international matters the United Nations is promoting with their sustainable development goals (SDGs). These goals are landmarks for any organization intending to firmly face the environmental and socio-economic challenges of our planet at whatever level.

These efforts are in line with the policies we have implemented to match the environmental objectives expected by the EU at all levels: mitigation of climate change and adaptation to the same; sustainable use and protection of waters; transition to a circular economy; prevention and reduction of pollution, protection and restoration of biodiversity and of ecosystems.

In this respect, we have decided take inspiration from the setup suggested by the Global Reporting Initiative (GRI). However, in an effort to value the multidimensional nature of our activity, we have also obtained ideas from the International Integrated Reporting Council (IIRC), which identifies six fundamental principles for companies: financial, productive, social, intellectual, human and environmental.

Luca Ferrari
CEO



1.

INTRODUCTION AND REPORT BOUNDARIES

1.1 METHODOLOGICAL NOTE

M.T. Di Nole's first sustainability report was drawn up using GRI (Global Reporting Initiative) Standards, the best practice standard at a global level for sustainability reporting.

The sustainability report provides information about M.T. Di Nole's contribution to sustainable development and reports on its main economic, environmental and social impacts. It is based on a studied selection of the indicators proposed by GRI, with respect to the dimensions and operational peculiarities and to the company's governance, using the so-called "GRI-referenced" approach.

The Reporting Principles of content (Stakeholder Inclusiveness, Sustainability Context, Materiality, Completeness) have been applied, as well as those related to the quality of information (Balance, Comparability, Accuracy, Timeliness, Clarity and Reliability) while editing the document.

We have followed the instructions concerning the General Standard Disclosures required by the GRI's Framework: the main stakeholders have been identified and a materiality assessment has been developed.

The reporting perimeter coincides with the company's workplace perimeter since the entire textile production chain is enclosed in M.T. Di Nole. All the information of this document refers solely to the building located in Nole in Via Martiri della Libertà.

Our sustainability report is drawn up on an annual basis. The reported information and data refer to business in 2020. Comparative data from the former practice is quoted.

The summary table, placed in the last pages of this sustainability report, deals with the themes of the specific indicators of performance mentioned in the text.

The sustainability report in Italian and English, is available in the Sustainability section at www.dinole.com.

To receive further information on the content of this document please contact: Luca Ferrari.

The work group that has made the sustainability report possible is composed of: Luca Ferrari, Carla Levra, Luca Novero, Sabrina Pavese, Carlo Vassallo, Mariella Zucca, Maurizio Cisi and Vittoria Giachino.

2.

THE COMPANY - WHO WE ARE

2.1 OUR HISTORY

M.T. Di Nole was established on 27th September 1913 in Nole Canavese, and with 107 years of experience, it is one of the most prestigious and renowned manufacturing companies of velvet and fabrics for decorating and furnishing at a global level.

Whole generations of families have worked with M.T. Di Nole and still today, the third and fourth generations of such families still work there, making it a real family company which is well rooted in the local community.

Thanks to our traditions and ongoing investment, Di Nole embodies one of the most efficient textile companies in Europe, providing the most exclusive international Textile Editors.

With its over 100 years of experience and the know-how passed on from generation to generation, it can boast of highly qualified production.

Fabrics and velvet are produced thanks to sophisticated machinery and vanguard technologies, which bring about the manufacture of finished products of exceptional quality.

All of this takes place in the historical building of 33.000 m² which hides the magic of the entire productive process of textile manufacture behind its rust coloured bricks and under its rounded roofs. Indeed, what makes of M.T. Di Nole unique and rare, is the fact that the whole textile production chain takes place in one building.

Each drawing, structure and quality takes shape, right from its beginning, in the **CREATIVE STUDIO** and then, as far as the **WARPING**, **WEAVING**, **DYEING**, **FIXING**, **QUALITY TESTING** and **SHIPMENT** to International textile editors and wholesalers in the whole world.

Source: <https://www.dinole.com/company/>

M.T. Di Nole, with its 107 years of history, has been the undisputed protagonist of the local economy, employing families from Nole and the neighbouring villages since 1913.

This fact has highlighted the company name, which had been among the best velvet and fabrics producers from the outset. However, its strong family character is intrinsically bound to Nole and has gifted a strong cohesion between the company and the territory. The surrounding villages could rely on a certain income right from the beginning of the 1900's and these benefits have continued throughout the years, turning into collective prosperity for the local economy, which has flourished.

2.2 BUSINESS MODEL AND ORGANIZATIONAL CONFIGURATION

In the historic building, the secret of a secular craft merges with tradition where fabrics and velvets come to life through a complete production process.

Each design and quality takes shape starting from its inception in the creative studio, through to warping, weaving, dyeing, finishing, quality checking and shipping to our international textile editors and wholesalers all over the world.



Source: <https://www.dinole.com/company/>

It is a SpA (limited company) and is entirely owned by the Ferrari family who wisely carries on its traditions.

2.3 OUR VALUES

The work done in M.T. Di Nole is carried out with respect, correctness and sense of responsibility.

LEGALITY

M.T. Di Nole SpA operates with the utmost legality and with respect for the current legal code. All recipients are therefore required to observe each applicable legislation and to constantly update on legislative changes, while availing of the training opportunities offered by M.T. Di Nole M.T. SpA.

The company considers report transparency and accounting to be a fundamental principle in its workings and essential in order to safeguard its reputation.

CORRECTNESS

Correctness and moral integrity are an unfailing duty for all recipients. Recipients are required to refrain from having privileged relationships with others resulting in external solicitations so as to obtain improper advantages with third parties. During their activity, recipients are required to refrain from accepting donations, favours or any kind of utility (except for objects of moderate value) and, in general, to not accept any offset in order to grant advantages to third parties in an improper way. In turn, recipients must not make money or goods donations to third parties or, in any case, offer utility of illicit favours of any kind (excluding objects of nominal value or authorized commercial courtesy gifts from the company) connected with the carrying out of their work for the benefit of M.T. Di Nole M.T. SpA.

NON DISCRIMINATION

M.T. Di Nole M.T. SpA avoids and repudiates any discrimination concerning age, sex, race, sexual orientation, health state, political and trade opinions, religion, culture and nationality of its interlocutors in the relationships with the stakeholders and in particular in the selection and management of the personnel, in the working organization, in the choice, selection and management of suppliers, as well as in relationships with entities and institutions. Similarly, M.T. Di Nole M.T. SpA promotes integration, allowing cross-cultural dialogue, protection of minorities' and the vulnerable's rights.

CONFIDENTIALITY

M.T. Di Nole M.T. SpA ensures protection and confidentiality of personal data of its recipients and stakeholders, in compliance with any applicable legislation in terms of protection of personal data. The recipients are required not to use reserved information which has been garnered from their working activity for any purposes other than the practice of that activity, and to always act in respect of the confidentiality obligations undertaken by M.T. Di Nole M.T. SpA towards all stakeholders. In particular, the recipients are obliged to maintain the utmost confidentiality on documentation which reveals know-how, transport information, commercial information and company operations.

LOYALTY

M.T. Di Nole M.T. SpA and the recipients have agreed to promote fair competition, in respect of national and community legislation and are aware that virtuous competition constitutes a healthy incentive to innovation and development processes. It also protects the interests of consumers and the community.

DILIGENCE

The relationship between M.T. Di Nole M.T. SpA and its employees is based on mutual trust: the employees are therefore required to work in favour of the company's interests, respecting the values referred to in the regulations. The recipients must refrain from any kind of activity that might conflict with M.T. Di Nole M.T. SpA's interests, giving up the pursuit of any personal interests conflicting with the legitimate interests of the company. In the case of any possibility of a conflict of interest, recipients are required to approach their superior in a timely manner, so that the company can evaluate, and if possible, authorize the potentially conflicting activity. In cases of violation, the company will adopt any suitable measure to make the conflict of interest stop, reserving the right to act in its own protection.

2.4 OUR WAY OF DOING BUSINESS

The company works in the textile sector, working with very fine textile fibres and carrying on the centenary old tradition while distinguishing itself from competitors with its unique products, of quality and durability.

M.T. Di Nole has been producing fine velvet and fabrics for 107 years in the luxury textile sector. It chooses the best fibres from which it creates refined jacquard velvet and textiles entirely made in Italy. Indeed, these are entirely designed and created inside the premises in Nole. The process covers all aspects of production and it guarantees the quality of the velvet and fabrics, which are 100% made in Italy.

Di Nole textile manufacturing is convinced that an ethical, clear and shared concept is a critical factor for success and that it is necessary to pursue entrepreneurial objectives that clearly express our values and responsibilities, aware of its role in the economic and social view.

M.T. Di Nole adopts management systems which are marked by effectiveness and environmental efficiency, by security and health of the working spaces in its premises, as its ethical code states.

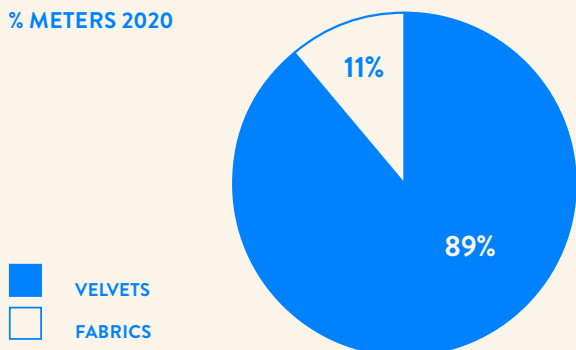
Thus, M.T. Di Nole engages to ensure the following:

- safeguard the environment, the health and security of people in conducting their business according to the principles of responsibility, precaution, prevention, protection and continuous improvement, respecting all obligatory conformity duties which are voluntarily undertaken;
- respect of internal and external factors, the needs and expectations of the involved subjects, conformity obligations, risks and opportunities, in a “Life Cycle” perspective;
- definition of improvement objectives and actions so as to obtain sustainable and constant improvement of our management systems and of our performance concerning health, safety and the environment. We use the best available technologies, where technically and economically possible;
- the involvement of our employees and collaborators in environmental safeguard themes through awareness building, information and training and on how to minimize the environmental impact in our activities;
- diffusion of themes concerning health, security and environment towards our partner suppliers and core suppliers who represent the supply chain;
- transparent and proactive dialogue with the institutions and local administration concerning activities and initiatives that can favour the improvement of health and safety standards and the containment of the environmental impact of the organization;
- measurement of our performance on social and environmental themes using ad-hoc indicators and conducting regular verifications to periodically check and evaluate its performance.

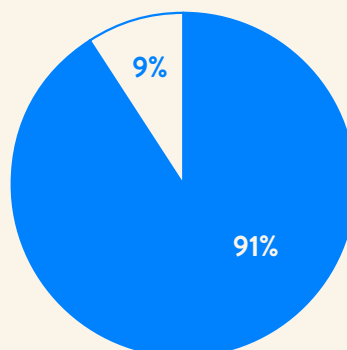
OUR PRODUCTION

The company's concept is to offer a product deriving from the best raw materials and characterized by handcrafted processing that enriches and tailors it to make it everlasting.

% METERS 2020



% METERS 2019



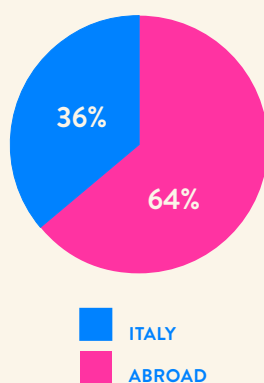
The table shows fabric orders during 2020 and 2019, with customers clearly preferring velvet to the jacquard fabric. The reported data gives percentages compared to the total ordered meters.

MARKET SERVED

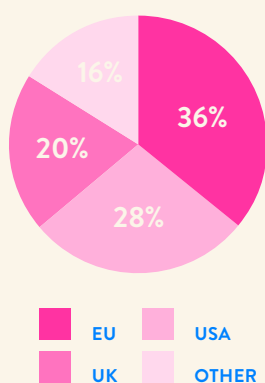
The company was set up in the Italian town of Nole, where its entire production is carried out but it has always had the entire world as a reference market.

M.T. Di Nole sells its products to European and worldwide primary textile editors.

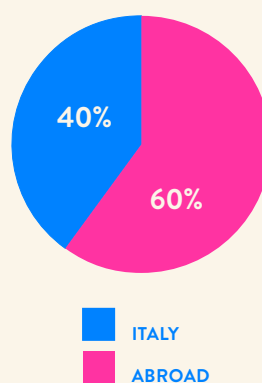
SALES IN METERS 2020



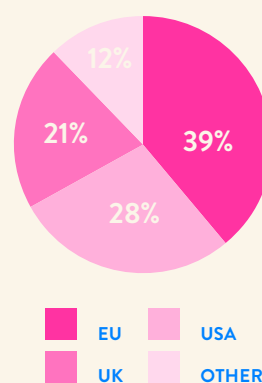
OF WHICH ABROAD



SALES IN METERS 2019



OF WHICH ABROAD



Manifattura Tessile Di Nole is specialized in the sale to textile editors, who take care of the creation and selection of the product collection, the organization of their production (normally at outside companies) and their international distribution. The production is composed of prestigious **VELVET** and **JACQUARD FABRICS**. Silken velvet, cashmere velvet as well as 'kid mohair' and linen are among our flagship products. The entire production takes place when the customer places an order. Indeed, the company's products are handcrafted in order to meet quality requirements and are packaged with the requested characteristics.

2.5 OUR SUSTAINABILITY POLICY - THINK GLOBAL ACT LOCAL

We are conscious of our role and we operate daily with the future in mind. This is why we recognize some of the objectives of the UN's 2030 Agenda.

The SDG's (Sustainable Development Goals) touched by the company's activity in our view are:



5 Gender equality



6.3.1 Percentage of safely treated waste water.
6.4.1 Variation of water efficiency over time.



7.2.1 Renewable energy consumption.
7.3.1 Energy intensity.



8.8 Safeguarding of worker's rights and promotion of safe and protected working environments for all workers.



12.4.2 Dangerous waste generated pro capita and percentage of treated dangerous waste, per type of treatment.
12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

3.

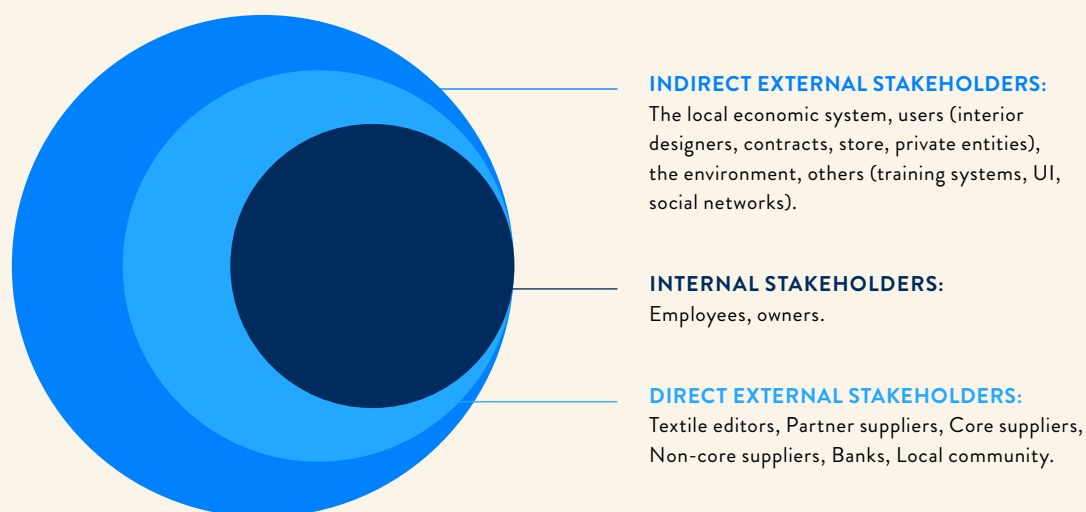
OUR APPROACH TO SUSTAINABILITY: REPORT 1.0

3.1 THE STAKEHOLDERS' MAP

The choice of drawing up a sustainability report, highlighting both strong and weak points, followed the mapping of the stakeholders.

The subjects on which to evaluate the economical, social and environmental impact of the activity have been identified.

- International textile editors
- Users of the product (interior designers, contractors, stores, private entities)
- Owners
- Banks
- Partner suppliers
- Core suppliers
- General suppliers
- The local community
- Local economic systems
- The environment
- Social networks and training-educational systems (technical institutes, PoliTo, UniTo), Torino Industrial Union



The internal stakeholders are at the core of the company: the owners, who are the cornerstone of the firm, as well as the employees, who especially in this case, represent the main component of the organization, have all been identified as this core. Indeed we may say that over the years and the generations, they have kept the company and its traditions going, passing on more than a century of quality and know-how. The direct external stakeholders are the people who have a stake which is directly traceable to the company's progress and in this specific case can be identified as: Textile editors, partner suppliers, core suppliers, general suppliers, banks and the local communities.

The textile editors represent the clientele. The partner suppliers are those who give a collaborative contribution to the company. The core suppliers are the ones who can be effectively defined as fundamental and essential for the enterprise activity, while the general suppliers are those who are useful but not essential.

The banks obviously carry out a fundamental role as they provide both monetary and social capital. The local community is part of this category as it influences and is influenced by the company, which is not only situated in the territory, but which has also given work to the neighbouring municipality's inhabitants for more than a century. In conclusion, the indirect stakeholders include all of the figures which have an indirect interest in the company like the Industrial Union of Turin.

3.2 OUR PRIORITIES AND THOSE OF THE STAKEHOLDERS: THE MATERIALITY MATRIX.

MAIN THEMES OF MATERIALITY

With the materiality matrix, the company identifies the main distinctive features of its activity and it locates them according to a relevance scale, clarifying which activities are to be considered fundamental for its own business' sustainability and highlighting the elements it needs to focus its resources on. The materiality analysis has permitted the definition of reporting themes and of checking mechanisms included in the sustainability report.

The phases for the definition of the materiality matrix have been:

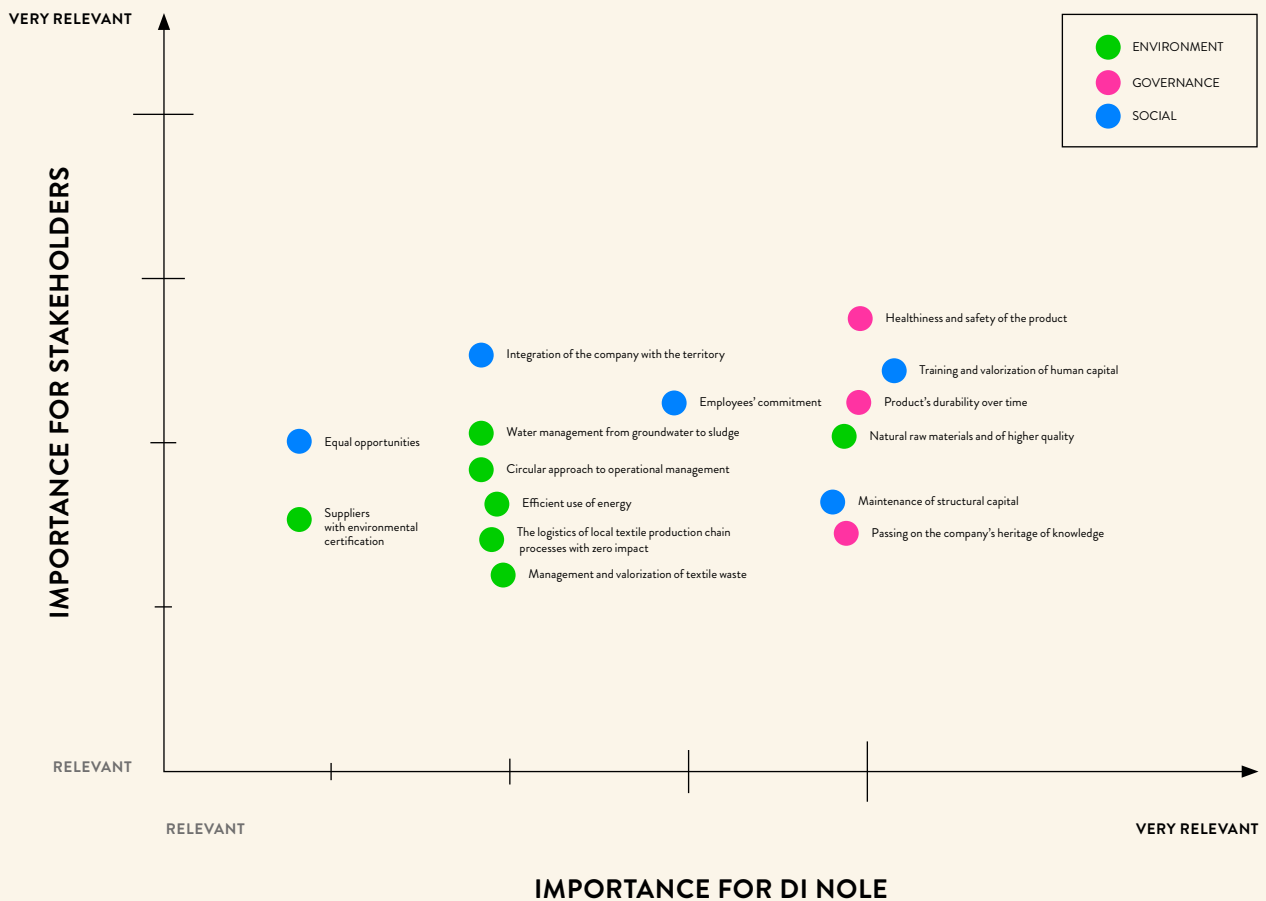
1. Identification and analysis of the main aspects that effect value creation.
2. Pinpointing of the most relevant aspects for internal and external stakeholders through focus groups for internal stakeholders. Relevant identified themes are shared.
3. Internal validation by the administrator in order to ensure that the identified elements represent a reasonable and balanced reflection of the situation.

The assessment of relevance for the company and its stakeholder of the main aspects connected to the activity is represented in the following materiality "map".

The materiality map names the areas that the company has identified as more urgent and on which it is necessary to engage in a short period, taking the legitimate expectations of the stakeholders into consideration.

The identified themes are coherent with some of the sustainable development goals promoted by United Nations and by Global Compact. These goals are considered to be a commitment, albeit local and circumscribed and this commitment is inserted in the widest scene of politics promoted on a worldwide scale of the International community.

WITH THE CIRCULARITY OF OPERATION MANAGEMENT AND THE DURABILITY OF THE PRODUCT OVER TIME, WE CONTRIBUTE TO THE REACHING OF SOME GOALS FOR SUSTAINABLE DEVELOPMENT.



The main materiality themes have been divided in 3 macro areas : **ENVIRONMENT**, **GOVERNANCE AND ECONOMY** and **SOCIETY**. They are coherent with the values expressed in the company's ethical code and with the operational politics of the company.

In the environmental area, the mainly materialistic management aspects of sustainability are:

THE LOGISTICS OF LOCAL TEXTILE PRODUCTION CHAIN PROCESS WITH ZERO IMPACT

The company's peculiarity is that the entire production chain is contained within the walls of M.T. Di Nole. Not only does this mean a competitive advantage and increased quality control, but also a remarkable reduction in consumption, packaging and emissions derived from internal process logistics.

SUPERIOR QUALITY NATURAL RAW MATERIALS

The company takes great pride in the high quality natural raw materials that are used in its productive processes, which guarantee a timeless, unique product, that has always been esteemed and appreciated by our clientele.

CIRCULAR APPROACH TO OPERATIONAL MANAGEMENT

The circular approach to operational management is a theme that has made itself more relevant in the last few years, yet has far reaching historical foundations. By circular approach, an efficient use of resources is meant, such as choice of raw materials, waste management and also production of superior quality, longer lasting goods.

SUPPLIERS WITH ENVIRONMENTAL CERTIFICATION

Environmental certification ensures the company that the product is sustainable and socially acceptable, respecting the current regulations and above, as well as having minimal impact on the environment.

WATER MANAGEMENT FROM GROUNDWATER TO SLUDGE

The water supply necessary to the productive processes comes directly from a local water table. The water flow is supervised from extraction to purification. Indeed, once the water has been used, it is treated, so as to be newly introduced into the aqueduct, devoid of any substance deriving from the productive process and in line with current regulations.

EFFICIENT USE OF ENERGY

The company has always been committed to the efficient use of energy to fight against waste and to raise awareness on the theme for its employees.

MANAGEMENT AND VALORIZATION OF TEXTILE WASTE

The theme of the management and valorization of textile waste is essential. As the company must keep up very high quality standards, it cannot re-use waste textiles. However, to keep faith with the adopted policy, it has developed a network of companies downstream of the productive processes that re-use and professionally recycle these products.

In the economic and governance area, the managerial aspects of sustainability (mainly material) are:

HEALTH AND SAFETY OF THE PRODUCT

The company has always had the health aspect of the product at heart and even surpasses legal standards, both for its employees and its users. For more than twenty years, the company has decided to completely exclude the use of formaldehyde in its processes.

PRODUCT DURABILITY OVER TIME

Product durability over time has a twofold nature: not only is it in the interest of the user to have a long-lasting product, which does not decrease in value over time, but it also distinguishes and differentiates the company.

MAINTAINING STRUCTURAL CAPITAL

Maintaining structural capital goes beyond the mere economic aspect. Indeed, being able to use the 'old' equipment, whose usage has been handed down by employees as a tradition, is a strategic element for the company, creating fine finishes with an age old flavour and products which have been best sellers for decades.

PASSING ON THE COMPANY'S HERITAGE OF KNOWLEDGE

Another crucial aspect for the company lies in passing on our business knowledge heritage, which has allowed production continuity, amid innovation and tradition and which is a real "cultural" and "local" element. If this knowledge were not valued through the company's products, it would be lost.

Socially, the management aspects of sustainability (mainly material) relate to:

EMPLOYEES' COMMITMENT

The commitment and the involvement of the employees is still a crucial theme, as well as a priority for the company, insomuch as, being handcrafted products, they require competent and trained personnel, who are endowed with a critical spirit and a culture of the beautiful. It's not about the human capital which is easily quantifiable in an objective way, but rather that we "subjectively" perceive it as sense of membership.

EQUAL OPPORTUNITIES

Gender equality is a fundamental theme for M.T. Di Nole. Indeed, the personnel is selected without discrimination and there are no tasks that exclude one or the other sex.

INTEGRATION OF THE COMPANY AND ITS TERRITORY

M.T. Di Nole has always been a landmark for the small town and the neighbouring municipalities, because not only has it given work to local families, bringing general well-being, but it has also been able to grant prestige to the experts who have been passing on their craft for generations, due to our view of the product.

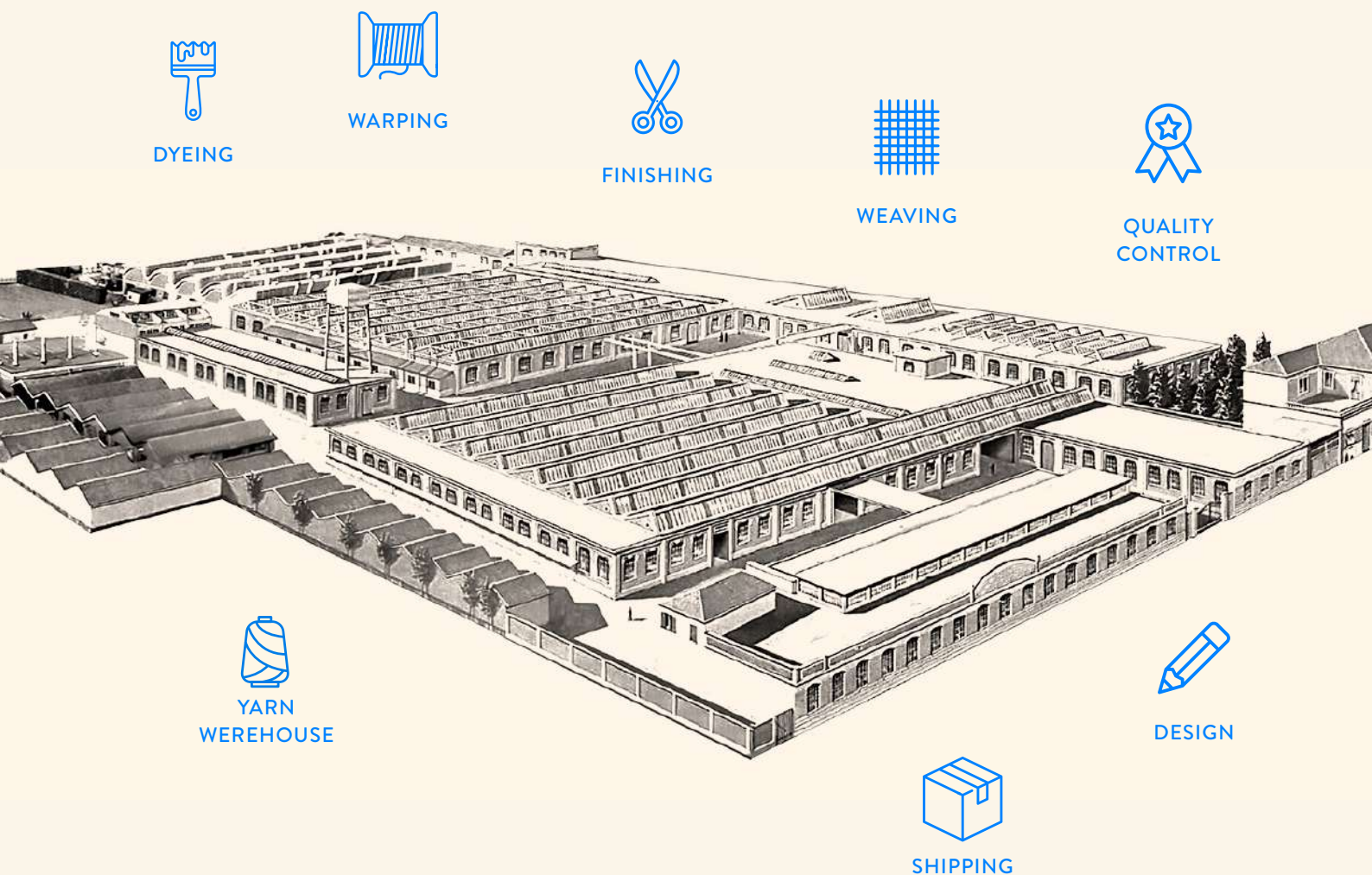
TRAINING AND ENHANCEMENT OF HUMAN CAPITAL

The company wishes to grant high quality and welfare standards of its employees and their training and enhancement is a crucial point. It is important for employees to receive instructions from the company when they first start working, that show them all the phases that make up the productive process, in order to better understand any critical issues of each internal sector and to stimulate team work, while maintaining a harmonious atmosphere in the company.



3.3 LOCAL SUPPLY CHAIN

M.T. Di Nole works with trustworthy suppliers, having established relationships that have been going on for more than 10 years and guaranteeing raw materials of very high quality and selected products over time. Logistics does not have any weight for the company, as the entire productive process happens within it, thus avoiding displacements, transport and the use of packaging.



We consider our suppliers to be real strategic partners. This is why we usually privilege continuity with our Core Suppliers: nearly half of them have had a commercial relationship with us for more than 30 years!

Supply chain

OUR LOGISTICS ARE ZERO (IN KM)

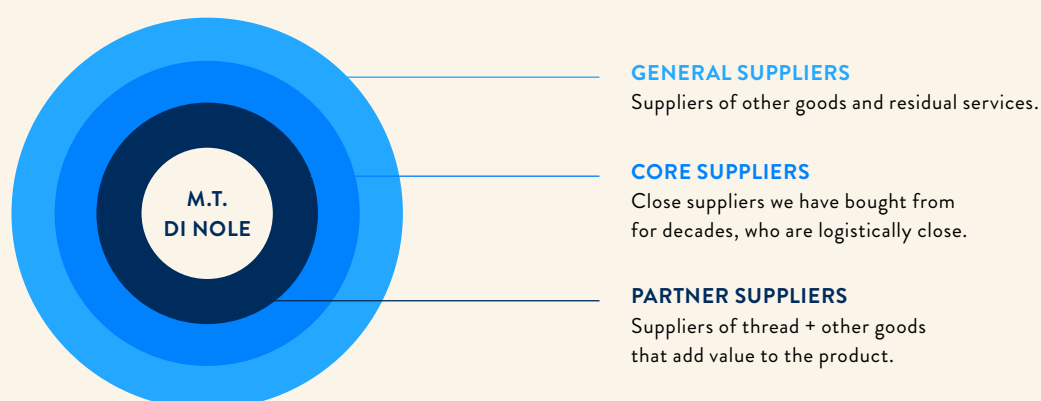
7 PRODUCTIVE PHASES



3.4. OUR SUPPLIERS

Our mission is based on the quest for excellence and to do this, we have established partnerships with some strategic suppliers for our procurement, so as to be able to always guarantee the best choice. On the other hand, with other suppliers, defined as “core” suppliers, we are constantly in touch, making decisions according to their logistic proximity and the duration of our relationship.

Focus: partner, core and general suppliers



Where our suppliers are

ORIGIN	IMPACT ON PURCHASE VALUE	NUMBER OF SUPPLIERS OUT OF TOTAL SUPPLIERS
Province of Turin	28%	50%
Piedmont	22%	12%
Lombardy	37%	20%
Italy	3%	12%
Abroad	9%	5%

Manifattura Tessile Di Nole considers the contribution of our selected and valued suppliers as fundamental. They are chosen on the basis of possession of the necessary technical requirements, as well as for their reliability and safety.

Doing business in a responsible way, working and improving only inside the company is not enough. Therefore, the choice of suppliers, who in turn have to apply virtuous behaviour in the supply chain, is fundamental. It is possible to rely on the certification held by suppliers as recognition of such virtue, so as to be able to better know the origin of the product we are going to work on.

For our partner and core suppliers, we not only believe that the presence of undisputed technical and qualitative characteristics are fundamental, but also that they can guarantee high environmental and social standards.

60% of our partner and core suppliers owns one or more environmental or social certificates. Recurring certification in our partner and core suppliers include:

ENVIRONMENTAL CERTIFICATION	SOCIAL CERTIFICATION
ISO 14001	SA 8000 OHSAS18001
BLUESIGN	FWF
RDS	
BSCI	

4. STRUCTURAL & MANUFACTURING CAPITAL

“Manufactured physical objects (as opposed to natural physical resources) that an organization can use to produce goods or provide services. Productive capital is often created by other organizations, but it includes goods produced by the one which draws up the report for the sale or for internal use.”

4.1 TEXTILE MANUFACTURE

OUR PROCESS FLOW



OUR PROCESSES: INPUT AND OUTPUT

PROCESS PHASES	PRIMARY INPUT	AUXILIARY INPUT	PRIMARY OUTPUT	SECONDARY OUTPUT
DESIGN			INSTRUCTIONS TO BE ATTACHED TO LOOMS	
WARPING	THREAD		BEAM	
WEAVING	BEAM + THREAD ON CONE		ROLLS OF FABRIC / VELVET (raw or dyed yarn)	FRAYING, CONES, PLASTIC / CARDBOARD, EXCESS THREAD
DYEING	TEXTILE / VELVET ROLLS (raw or dyed yarn)	DYEING AUXILIARIES + DYES + WATER	COLOURED PATCHES	DYEING WASTE, PACKAGING (returnable empties)
FINISHING	COLOURED PATCHES	WATER + METHANE	TREATED FABRICS + READYMADE VELVET	WATER + WRINGING WASTE + POWDERS
QUALITY CONTROL	TREATED FABRICS + READYMADE VELVET		READYMADE FABRICS/VELVET/ JACQUARD	SECOND RATE FABRICS AND VELVET + SCRUB (salvaged and reused)
SHIPPING	JACQUARD / VELVETS	CARDBOARD BOXES + PLASTIC WRAP	PACKAGED FABRICS	CARDBOARD AND PLASTIC WASTE + PALLETS

The productive process starts in the design department with the **DESIGN OF FABRICS AND VELVET**. The design department is equipped to personalize our customer's fabrics by coordinating the weaving of unique velvet and textiles with personality.

Subsequently, the designs are programmed with software for each single loom. Inspiration, designs and colours can be taken from the company's historical archives, one of our most important and exclusive resources. These resources are rigorously catalogued, classified and passed on from one generation to the next.

Our stylists and international textile creators are another important component of this phase; they are entrusted with the task of creating new models to be transformed into velvet and jacquard fabrics.

In the **WARPING** phase, thread is transferred from the cones to the warp beam so as to be loaded behind the loom, ready to be woven. Doing this process on site means higher versatility and quick response, guaranteeing maximum efficiency and quality for smaller scale production, satisfying the customer's every need.

Each phase of velvet production is managed in minute detail in order to give a continuous sense of pleasure. The phases with their care for every detail make the product unique and (IDEA of how to feel the product).

The third phase is **WEAVING**, where the velvet awards maximum versatility according to the type of fibre, structure and composition. All of this happens with a weaving process on a special "face to face" loom that produces a double layer of thick velvet at one time.

The velvet weaving department has a reputation for passionate care for details, and it is evident in all aspects of creation and in each phase. The temperature and the humidity level of the departments are continuously checked in order to guarantee optimal working conditions in the production area as well as optimal quality.

The **JACQUARD FABRICS**, which are produced on a special loom, have complex intertwined designs, and often have large repetitive motifs or tapestry effects. They include modern brocades, brocatelle, damask fabrics and tapestries. The jacquard fabric department, where production takes place on avant-garde looms, can provide wider fabrics, producing both 140 cm and 290 cm sizes.

The **DYEING** phase is very precise and is important in the determination of the length and the quality of the final product. It is carried out in the factory using avant-garde machinery and fully respecting the environment.

A powerful depuration system is continuously monitored through periodic checks, while it filters and purifies water and waste from the dyeing process. More valuable velvet can be created to serve the best wholesalers and textile international editors thanks to the maximum care and attention of the experts during the dyeing process.

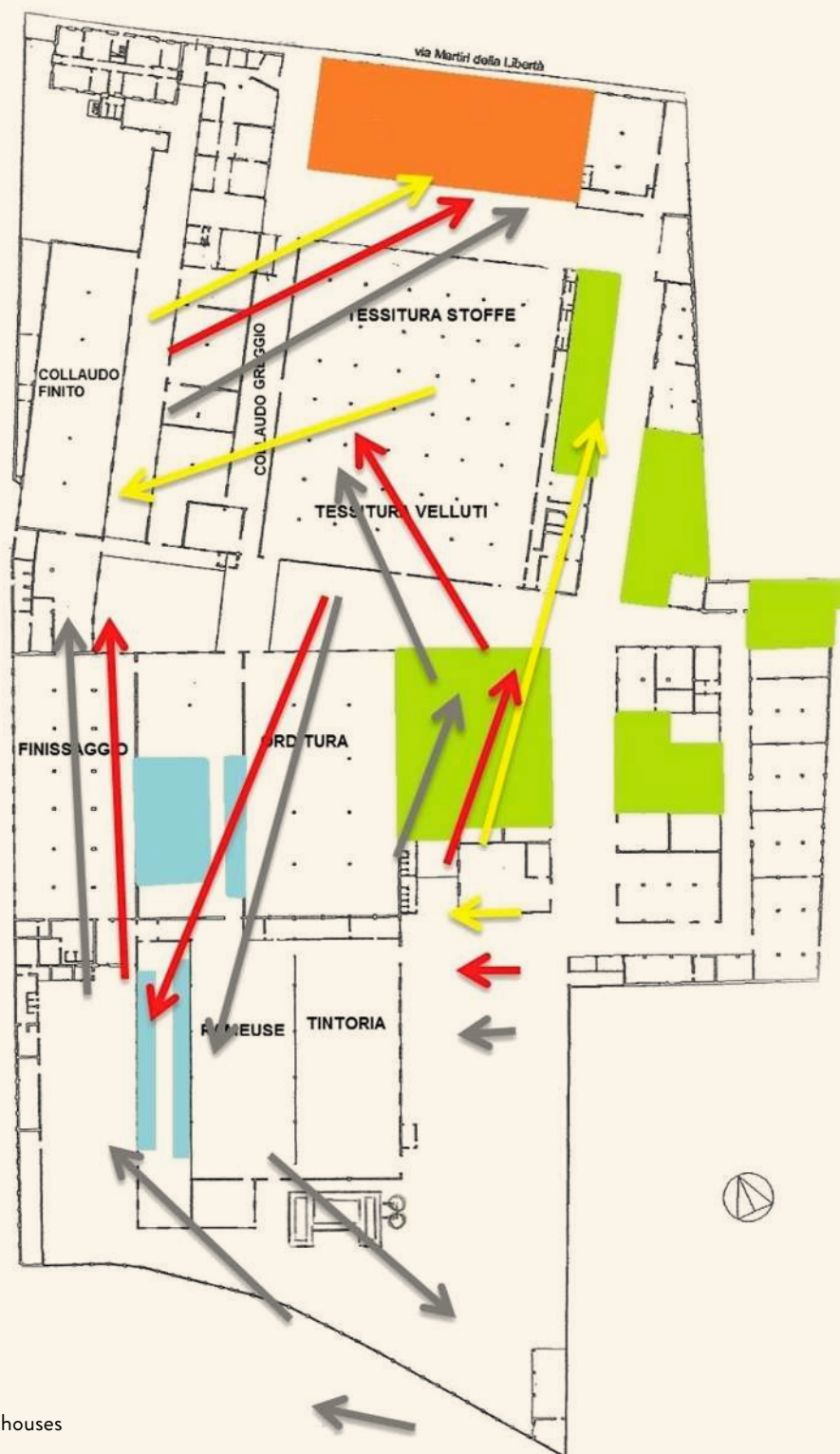
The **FINISHING OF THE VELVET** phase is surely the most important phase and the one that most defines the quality and the look of the “made in Nole” velvet. During this phase, with the combination of venerable knowledge which has been passed on from generation to generation, classical machinery dating back to the mid 1800's and very modern, 4.0 technologies, the velvet is repeatedly brushed (CARDED) and cut (TOPPED) in order to make it appear consistent and homogeneous, soft to the touch and with bright and deep colours.

QUALITY CONTROL insists on the highest production standards. The velvet and fabrics are meticulously checked, meter by meter, by highly qualified personnel and by automatized and computerized processes, Maximum quality is reached through stringent control of the whole production process in order to perfect the yarn. All of this allows the company to rank first as prestigious velvet and fabric weavers all over the world.

The **FINISHED WAREHOUSE** is completely automatized and is the ideal conclusion to the manufacturing process. Our modern warehouse permits rational management of the final product, guaranteeing efficiency and precision to clients.

The fundamental data of each productive lot is collected through an encoding system which allows for its storage and handling. It is supported by very refined air management technology that guarantees the best treatment of the product and keeps the quality intact when the product must be moved within the warehouse.

Source: <https://www.dinole.com/the-process/>



KEY:

- Yarn warehouses
- Raw warehouse
- Finished warehouse
- FABRICS
- YARN DYED VELVET
- VELVET PIECE DYEING

4.2 OUR WORKS

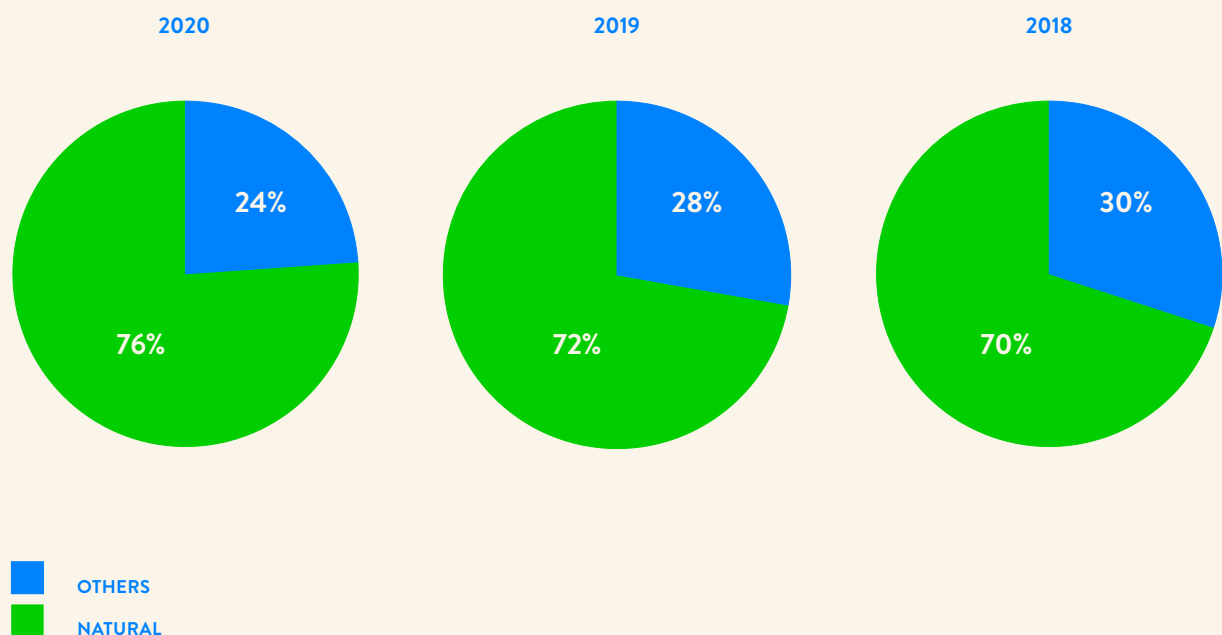
Textile machinery dating from the 1800's has been maintained and is still being used today in M.T. Di Nole, so as to knowingly pass on the high quality which has distinguished the company for more than 100 years.

OUR STRUCTURE IS CAPITAL

4.3 OUR APPROACH TO THE CIRCULAR ECONOMY

CIRCULARITY LIES
IN THE DURABILITY OF THE PRODUCT

FIBERS USED



M.T. Di Nole has embraced the concept of the circular economy that is based on a production and consumption model which reconditions and recycles existing materials and products, as well as making them durable. In this way, the company has strived to make the life cycle of the product as long as possible, starting from the very high quality that ensures its performance over time.

Each textile waste has a specific procedure to reduce waste to a minimum. The textile cuts deriving from the productive process and second rate goods are bought by other companies, who use them as raw material, while irrecoverable waste is correctly disposed of by professional waste managers.

Obviously, having the whole production chain on the premises, we avoid plastic wrap, packaging and cardboard being used to transport the goods.

As for pallets, a returnable policy has been agreed so that a precious resource like wood doesn't get wasted. A similar policy has been adopted for the leftover thread spools: any thread left on the spool is sold like the textile waste, while if only the bare spool remains, it is disposed of correctly.

5.

NATURAL CAPITAL

"All processes, as well as renewable and non renewable environmental resources, that provide goods or services for the past, present and future success of an organization. It includes air, water, earth, minerals and forests, biodiversity and integrity of the ecosystem."

5.1 RAW MATERIALS

M.T. Di Nole only uses first-class raw material and it relies on very precious natural fibres like silk, cotton, linen, wool and cashmere in the making of its products.

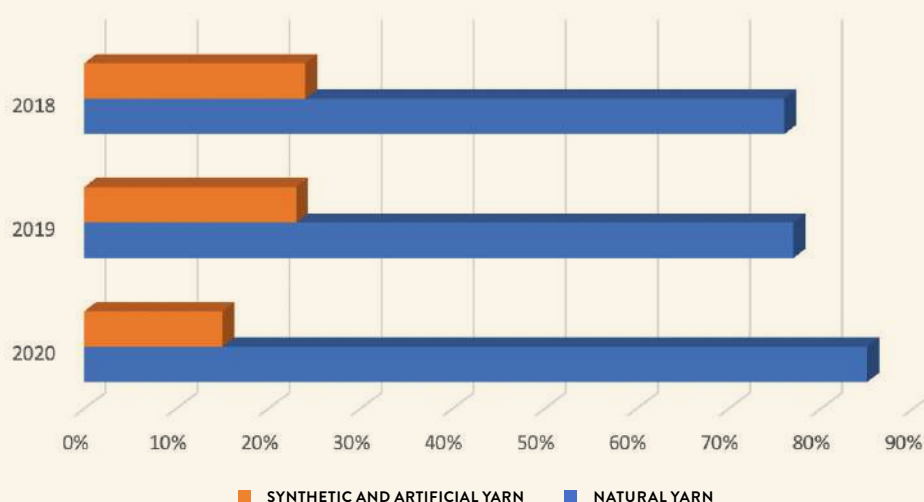
YEAR	YARN CONSUMPTION IN KG
2020	240.046
2019	403.868
2018	466.585

Our high quality is achieved through extensive sourcing of raw material and by the skilful workmanship that can take days of processing. This guarantees respect for the material as a natural fibre, which is then processed by a craftsman according to specific requests from the client.

M.T. Di Nole has principally consumed yarn of natural origin in the biennium 2019-2020, as indicated in the table below.

TYPE OF YARN	2020	2019	2018
NATURAL YARN	85%	77%	76%
SYNTHETIC AND ARTIFICIAL YARN	15%	23%	24%
TOTAL YARN	100%	100%	100%

Yarn consumption in % kg by type of fibre



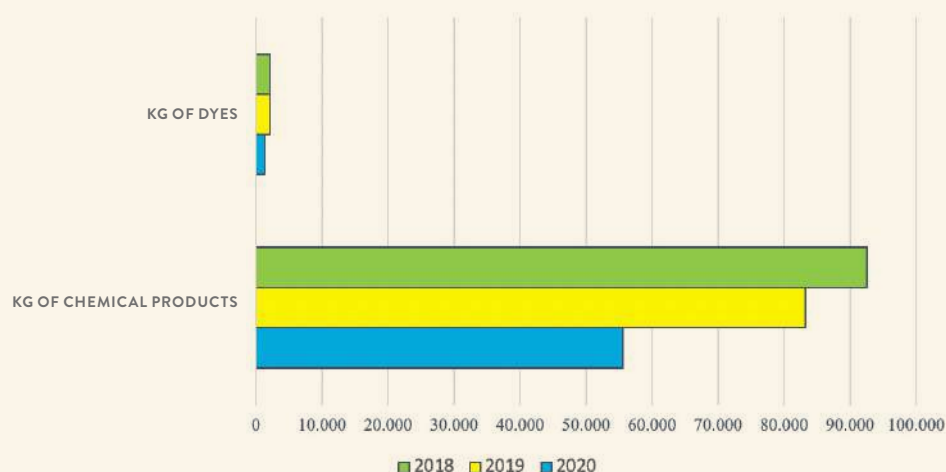
CONSUMPTION OF CHEMICAL PRODUCTS AND DYES

The consumption of chemical products and dyes in the company is a secondary input. They help to fulfil the requests of the clientele and to guarantee the exact desired gradation. They also guarantee that the consistency of the fabric persists over time.

YEAR	CHEMICAL PRODUCTS	DYES	TOTAL KG
2020	68.594	1.493	70.087
2019	83.197	2.070	85.267
2018	92.547	2.095	94.643

M.T. Di Nole behaves in a responsible and loyal fashion by using these chemical products and dyes, We search for products that give a better yield and which guarantee health and safety for both its employees during the working phase and for the end user in the prolonged use of the product. These products are disposed of correctly along with the waste water from the dyeing, thanks to an activated sludge system that allows the elimination of pollutants while cleaning the water used in the process.

Consumption of chemical products and dyes in kg

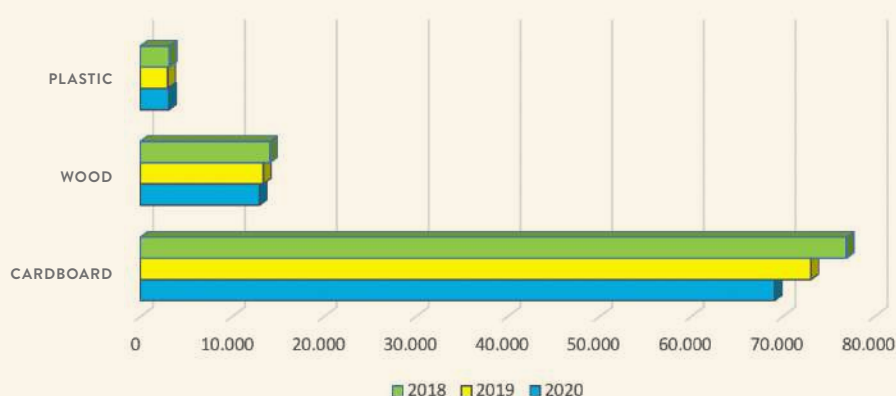


ANNUAL CONSUMPTION OF PACKAGING

M.T. Di Nole's supply chain becomes a competitive advantage insomuch as using the historical building that contains the entire production chain has reduced the impact of logistics to zero. The company only consumes the strictly necessary packing material. Other competitors need to transport it from one company to the other, incrementing packaging and transport at each phase of the productive process.

ANNUAL CONSUMPTION	KG 2020	KG 2019	KG 2018
CARDBOARD	69.081	73.067	76.912
WOOD	12.949	13.376	14.080
PLASTIC	3.087	2.978	3.136

Packaging consumption in kg



As the company has environmental themes at heart and wishes to consume as little packaging as possible, it has established relationships with “returnable” suppliers, in order to return some materials after their use. For example, the wooden pallets used by the company return to the producer, avoiding waste as much as possible.

5.2 ENERGY

“MINOR GOOD PRACTICES.

The company has been habitually against any waste including energy waste, and through the years it has tried to raise awareness among its employees by teaching them to “turn the light off.”

ENERGY AND GAS CONSUMPTION

The use of electric energy is essential during the various processing phases. Gas consumption is fundamental for the company, as it enables some processing phases like finishing and together with water, has a big impact on production.

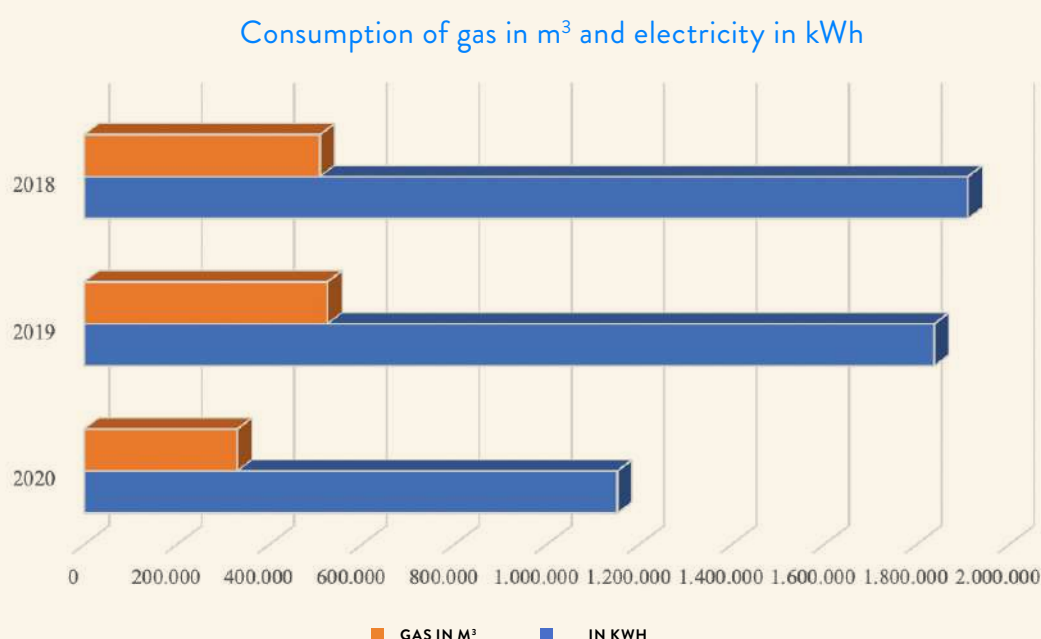
In a particular way, the velvet and the fabrics are woven by some machinery which gives them that distinctive and unique look as well as maximum durability during the finishing phase.

In this phase, gas heats the water in order to create enough steam for fabric’s manufacturing.

The water is then cooled down, to avoid emitting hot water into the environment. The wise management of the energy resources of the company favours conscious and sustainable consumption from both an environmental and social point of view.

This is the data on actual electricity and gas energy consumption in the 2019-2020 biennium:

YEAR	ELECTRICITY	GAS
2020	1.415.013 KWH	347.612 MC
2019	1.838.361 KWH	525.915 MC
2018	1.911.022 KWH	509.967 MC



CALCULATION IN TOE (TONNE OF OIL EQUIVALENT)

Energy consumption can easily be converted into equivalent tonnes of oil, in order to give us a better idea of energy resources consumption.

The M.T. Di Nole data about the conversion in equivalent tonnes of oil follows:

YEAR	ELECTRICITY IN TOE	GAS IN TOE	TOTAL
2020	99,14	73.067	403,44 TEP
2019	158,07	483,41	641,48 TEP

*A standard cubic meter of methane gas (Sm³) correspond to 10,69 kWh. So:

525.915 x 10,69=5.622.031,35 483,407682717111
 331.057 x 10,69=3.538.999,33 304,299168529665

Energy consumption in TOE



ENERGY INTENSITY

Data from the impact statement has shown a positive tendency in recent years towards a reduction in specific energy consumption (per product unit and per personal unit).

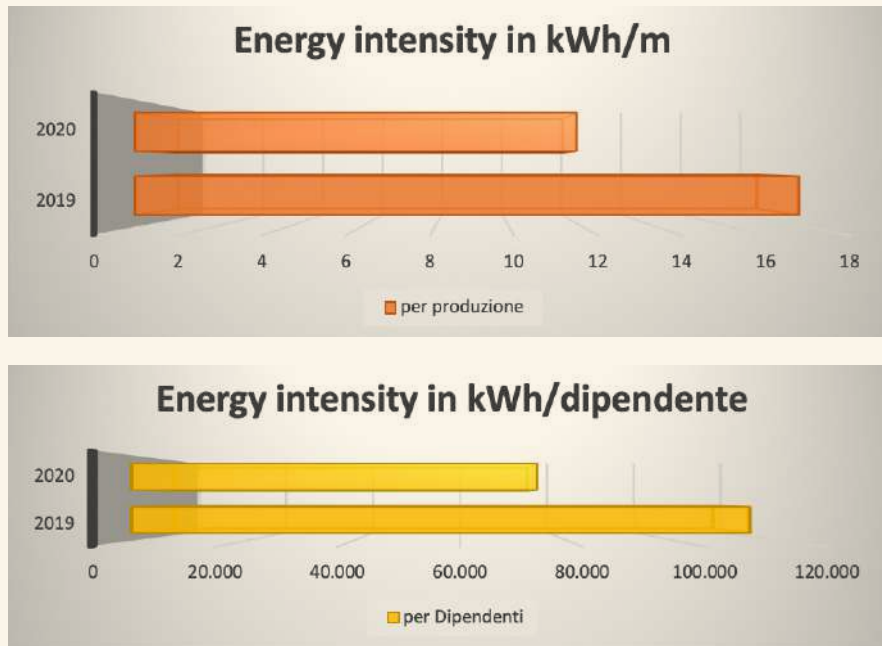
ENERGY / PRODUCED METERS = ENERGY INTENSITY

ENERGY / NUMBER OF EMPLOYEES = ENERGY INTENSITY

YEAR	PRODUCTION	EMPLOYEES
2020	11,79 KWH/M	74.059,22 KWH/DIP
2019	17,73 KWH/M	113.036,24 KWH/DIP

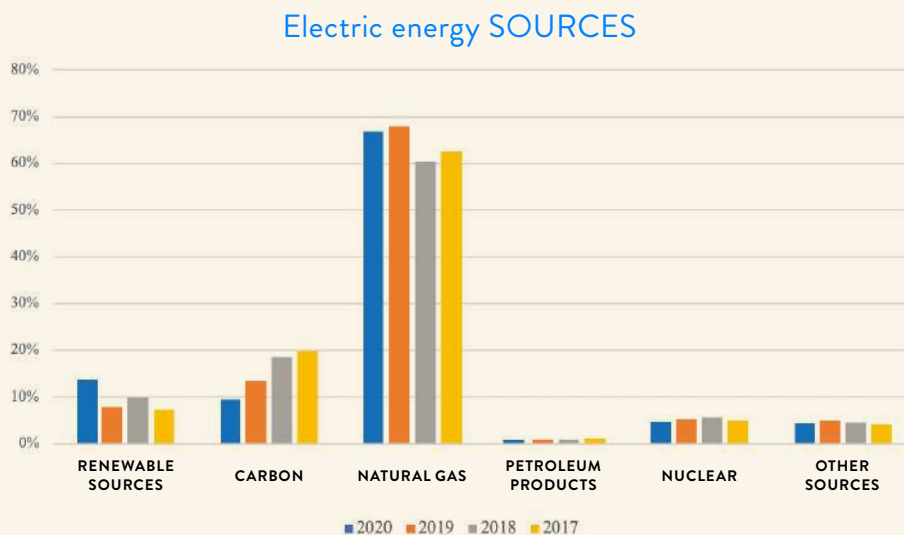
ENERGY INTENSITY

Energy intensity is calculated considering total energy, which is given by the sum of electric energy and of gas. It is necessary to convert cubic meters of gas into kWh to get to the total energy intensity and it corresponds to:



ENERGY FROM RENEUEABLE AND SUSTAINABLE SOURCES

ELECTRIC ENERGY SOURCES	2020	2019	2018
RENEWABLE SOURCES	13,90%	7,80%	10,00%
NATURAL GAS	66,70%	67,80%	60,30%
CARBON AND PETROLEUM PRODUCTS	10,60%	14,10%	19,40%
OTHER SOURCES	8,90%	10,20%	10,30%



With a view to conscientious energy consumption, the company has verified supply sources that guarantee production performance every day, partly using energy from renewable sources and partly from natural gas. The latter is one of the least impactful for the environment when compared to other sources. The energy from renewable sources is obtained from natural and inexhaustible resources, as they are able to re-generate themselves continuously. These sources are a big advantage and a resource for both for the environment's safeguard and for human well-being. They are used to produce electricity as an alternative to fossil fuels.

5.3 WATER AND WATER STEWARDSHIP

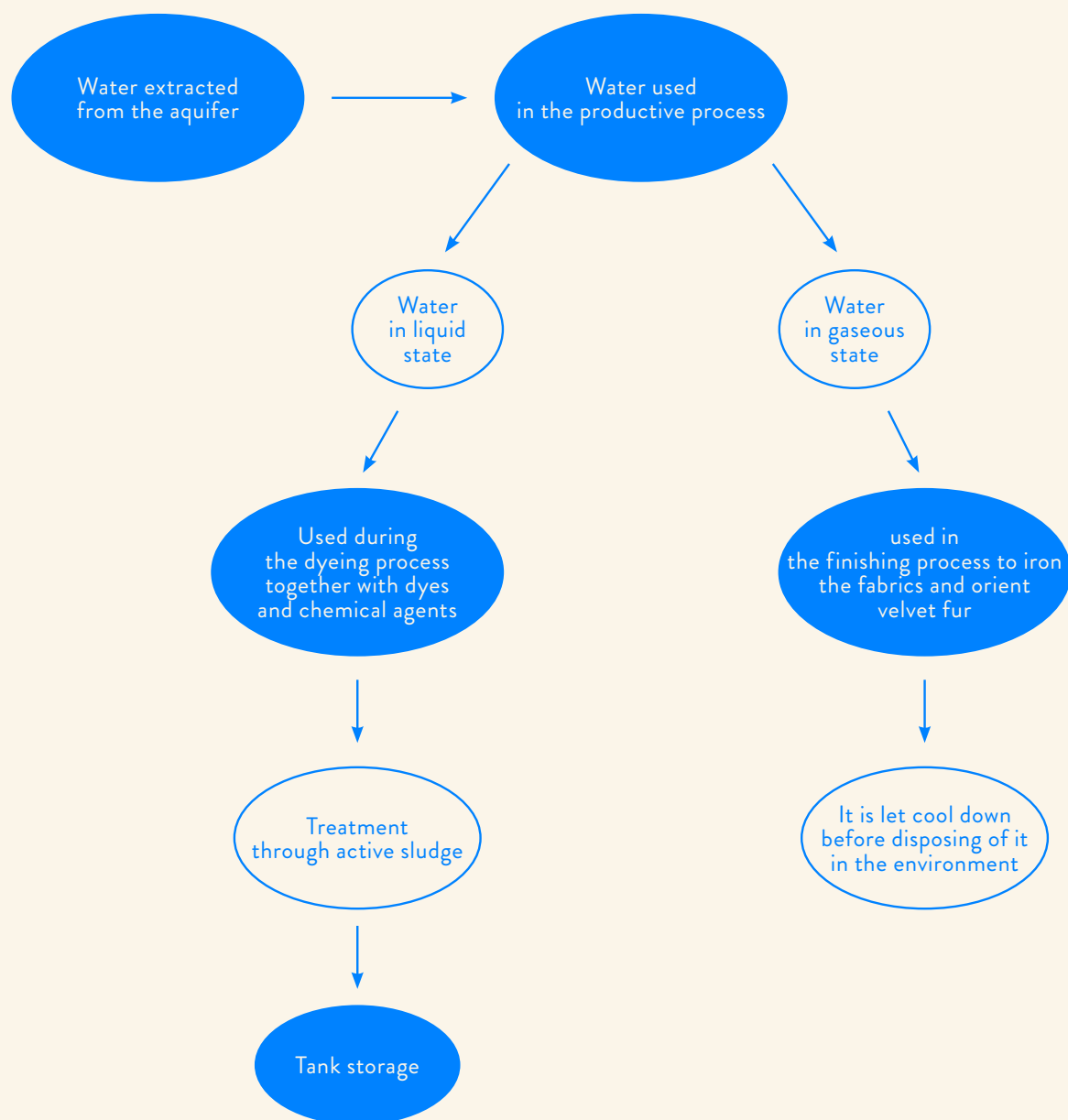
For Manifattura Tessile Di Nole, the stewardship of water has always been a priority because company policy recognizes the importance of its correct use in both quantity and in the treatment of waste. The company avails of an aquifer and respects municipal consumption regulations. Water is taken from the aquifer, used in productive processes like dyeing and finishing and then put into special tubs with activated sludge inside, which are suitably treated and maintained in order to purify the water.

Purification through the active sludge biological process is an aerobic treatment using prolonged ventilation of the waste water in a biological reactor. The bacteria used to purify come in flakes and are suspended by air insufflation. The active sludge is composed of microorganisms such as bacteria, protozoa, metazoans, etc. which are constantly produced by reactions deriving from the degradation of organic carbon and thanks to the nutrients. The active sludge system is composed of a reaction tank where the bacterial population meets the waste water to purify it. Once the blend has been aerated, it goes through a sedimentation process where the active sludge flakes get separated from the purified effluent. This is then discharged from the decanter while the sludge is recirculated in the loop again.

For the future, M.T. Di Nole is considering strategies that would allow the reuse of the same water, thus reducing the waste even more, as per a circular economy.

The water management adopted by M.T. Di Nole is planned, with the water being sent to the various process areas according to need. Indeed, the water is first drawn from the underlying water table. It is then divided according to its productive process; some will go in a liquid state to the dyeing process and some in a gaseous state to the finishing process. It is used to dissolve dyes and chemical agents in the dyeing process. Once used, it is put into tanks with bacterial populations (active sludge) which are in charge of purifying the waste water from the dye. The bacteria are then set aside and put back into circulation, while the purified water is collected and put into a tank. Water is also used in vapour form for ironing the fabrics and brushing the velvet fibres in the finishing process. Once used, this water is let cool down before being released into the environment. Through these two treatments water is free of pollutants and let cool down in order to not entail environmental damage to protect flora and fauna.

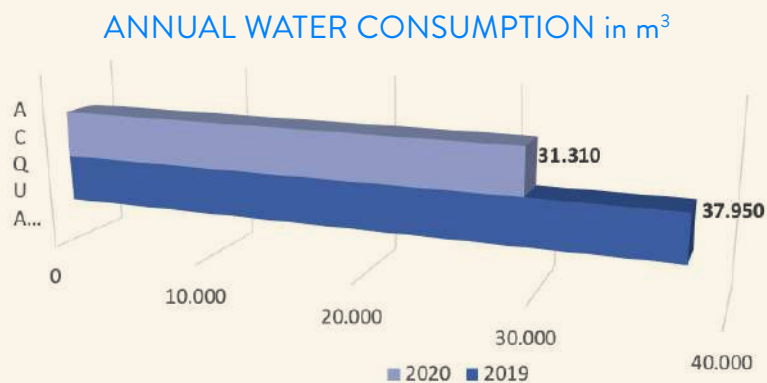
OUR WATER MANAGEMENT PROCESS



WATER CONSUMPTION

Water consumption in the two years as follows:

YEAR	WATER
2020	31.310 MC
2019	37.950 MC



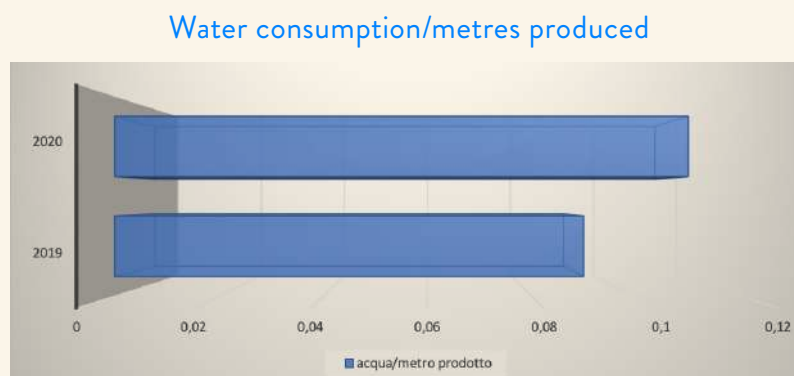
ANNUAL WATER CONSUMPTION IN M³:

NEL 2020

$31.310/260.823 = 0,12 \text{ M}^3/\text{M}$ CONSUMED WATER PER METRE PRODUCED

NEL 2019

$37.950/420.819 = 0,09 \text{ M}^3/\text{M}$ CONSUMED WATER PER METRE PRODUCED



Manifattura Tessile Di Nole operates in accordance with the principles of responsible and sustainable consumption and is studying methods to reduce water consumption more and more, both directly and indirectly and through reusing it in different productive cycles.

5.4 EMISSIONS

In evaluating emissions, M.T. Di Nole estimated the following concentration of pollutants NO² and CO:

TIME SPAN	POLLUTANT IN KG
1 HOUR	1,237
1 WORKING DAY (8 HOURS)	9,896
1 WORKING WEEK	49,484
1 WORKING YEAR (48 WEEKS)	2.375,247

MINIMUM LIMITS ARE NOT REACHED (FOR THE POLLUTANTS)

DIRECT GHG EMISSIONS

Considering 100 as the minimal value defined by the regional and national laws for the direct GHG emissions, M.T. Di Nole's emissions have turned out to be much lower than the imposed limit for the two major pollutants and has reduced and contained them from one year to the other.

YEAR OF REFERENCE	NO ₂	CO
2020	69,0%	4,3%
2019	65,2%	4,6%
2018	77,1%	6,2%

- The percentages given in the table refer to the values compared to the concentration limit of mg/Nm³.
- The values are the result of an estimate made by an external company which is specialized in the sector.

M.T. Di Nole has amply respected the limit of permitted emissions in the years considered, avowing sharp improvement and a positive trend for each pollutant. Furthermore, the company's chimneys are subject to periodical checks and revision by both employees and by external third parties, in order to guarantee the correctness of the data. This emission containment is particularly virtuous for the company, not only for having widely respected the imposed limits, but also for having taken care of the health of the local communities and the surrounding environment. Indeed, nitrogen dioxide (NO₂) considerably affects the air quality and its reduction involves an easily perceptible benefit. The fact that only 4.6% carbon monoxide is emitted is particularly relevant. Indeed, if carbon monoxide is released in uncontrolled quantities, it can lead to severe latent damage to human health. It is released when combustion is incomplete.

The emissions can also have an indirect impact, such as, which materials are used in the production of the fabric. Indeed, it is clear that the choice of natural raw materials (cotton, wool, silk, cashmere...) is much more sustainable and eco-friendly, as a survey conducted on the textile companies shows. Naturally, these materials do not have petroleum, unlike synthetic fibre. In addition, in terms of CO₂, the impact is much lower. For example, producing 1 kg of cotton causes 5,9 tons of CO₂, compared to how 1 kg of polyester causes 9,52 tons of CO₂. A similar parallel can also be made based on energy consumption, where cotton, a natural fibre, is much more sustainable. It consumes 15kWh for 1 kg, while polyester consumes 34 kWh per kg (more than double!).

AVOIDED IMPACTS

As the company operates entirely within its own premises, it has been able to avoid different environmental impacts caused by transport. We have decided to estimate them and convert them into tonnes of CO² to make them comparable. The calculation is based on estimates that begin with the dyed meters of wool, other fibres and from the number of beams. Then, based on their destination, assuming round trips to potential service suppliers and assuming maximum loads of the adequate means of transport, we have made our comparisons. This has led to an estimate of the avoided CO² tons in the quantity shown in the table:

2020	TONNES OF PRODUCT	HYPOTHETICAL DISTANCE IN KM	AVOIDED CO ² EMISSIONS IN TONNES IN TONNELLATE
Wool dyes	18,50	180	4.24
Other fibres dyes	119,47	896	21.13
Number of beams	345,52	180	8.49
TOTAL			33.86

2019	TONNES OF PRODUCT	HYPOTHETICAL DISTANCE IN KM	AVOIDED CO ² EMISSIONS IN TONNES
Wool dyes	28,56	180	4.24
Other fibres dyes	173,27	896	42.25
Number of beams	570,76	180	12.73
TOTAL			59.23

As can be seen from the calculations, having the whole productive chain inside the company permits rapid execution of the order and step by step verification of quality. In addition, it avoids a considerable quantity of emissions, within the national limits, benefiting both the environment and the population.

5.5 WASTE

WE DO NOT THROW OUT WASTE

WASTE GENERATED

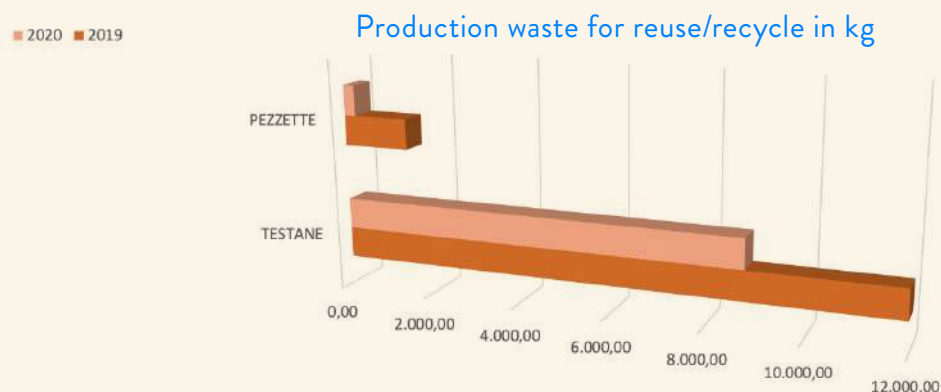
In recent years, M.T. Di Nole has given growing attention to reducing waste. All waste from the productive phases is collocated according to how it can be reused in the circular economy.

Unfinished spools, remainders and samples are sold to companies who can reuse them, while mixed scraps are correctly disposed of as textile waste. Thanks to being self contained, logistic packaging for the transport of goods is spared between one production phase and another.

Management of significant waste-related impacts.

Production, treatment and waste disposal may furthermore pose a risk for human and environmental health. For this reason, it is important to have a well developed waste managerial system that sends the waste from each process to a specific depot with a competent sanitation agent.

TYPE OF WASTE IN SOLD KG	2020	2019
SAMPLES	8.789,00	11.950,00
REMAINDERS	250,00	1.457,00
STOCK YARN	2.149,31	2.653,00



5.6 NON COMPLIANCE

M.T. Di Nole has never had to pay pecuniary penalties or sanctions for non adherence to laws and/or environmental regulations. Furthermore, the organization has not identified any kind of non compliance to environmental regulations.

	2020	2019	2018
NUMBER OF ENVIRONMENTAL LAWSUITS	0	0	0

5.7 BIODIVERSITY

WE NOURISH BIODIVERSITY

Safeguarding biodiversity is a particularly relevant aspect for responsible business practices. Indeed, it is a matter of preserving and taking care of the natural environment and plants, as well as protecting natural varieties. Biodiversity is the variability between living organisms in their ecosystems. This variety must be protected as it is fundamental for life. M.T. Di Nole nurtures biodiversity, not just as a goal to respect, but also on its land, where over 200 trees make up a beautiful orchard. Protecting biological diversity is important to guarantee the survival of animal and plant species, genetic diversity and the natural ecosystems. Furthermore, the natural ecosystems give clean air and water, as well as contributing to food security and human health. Biodiversity also directly contributes to the local communities' subsistence, becoming essential to the reduction of poverty and facilitating sustainable development.

6.

HUMAN AND INTELLECTUAL CAPITAL

“Development of skills, abilities and experience, as well as providing motivation to innovate, including: sharing and supporting the governance model and the risk management approach, as well as the ethical values of our organization; the ability to understand, develop and implement the strategy of an organization; loyalty and commitment to the improvement of processes, goods and services, including their ability to guide, manage and collaborate.”

6.1 THE FAMILY: WHO WE ARE

M.T. Di Nole considers its collaborators as fundamental, because they are valuable and a source of competitive advantage for the development of the company. For this reason, the company believes that the managerial policies of Human Resources is a strategic instrument.

OUR RESOURCES ARE HUMAN

In this respect, the company strives to develop and maintain the competences of the personnel (with training, induction and coaching courses), as well as maintaining motivation. Furthermore, M.T. Di Nole considers the commitment to health and security during work as a priority.

The staff is made up of 65 employees. All workers are protected by a national collective contract.

MANAGEMENT OF EMPLOYEES

M.T. Di Nole M.T. SpA protects and enhances its Human Resources, pledging to maintain the necessary conditions for each member's professional growth, knowledge and abilities, as well as offering professional update training and any initiatives aimed at pursuing this objective. M.T. Di Nole M.T. SpA promotes employee participation in the life of the company, giving participative instruments which are able to collect opinions and suggestions, thus guaranteeing broad participation. Notwithstanding the fact that employees are well disposed towards the company, no employee can be obliged to perform tasks or favours which are not due according to his/her contract or to his/her role in the company.

M.T. Di Nole regularly exchanges opinions with workers' representatives on about life in the company, fully respecting prerogatives foreseen by CCNL (National Collective Agreement) and by company agreements. This has allowed us to reach elevated agreement on correctness for conditions of employment, safety and equal opportunity.

TOTAL NUMBER OF EMPLOYEES

New employee hires and employee turnover.

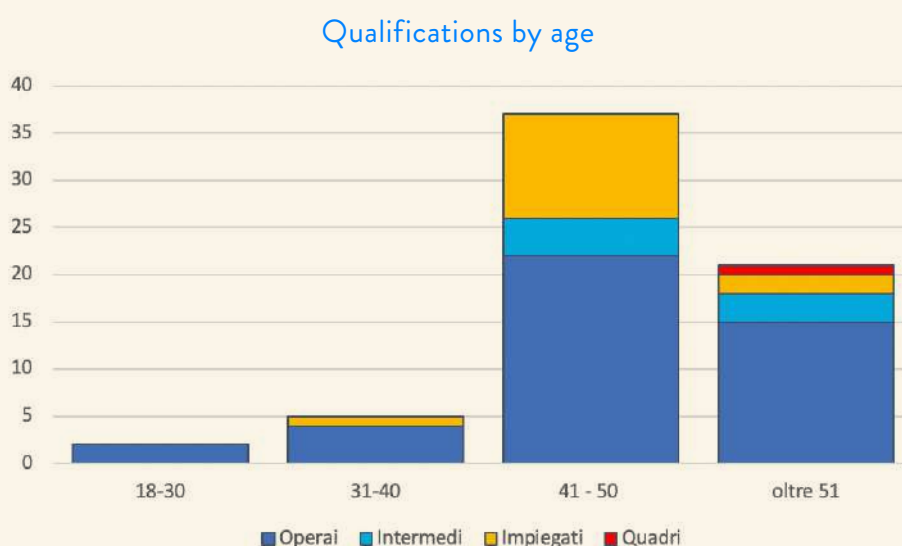
	2020	2019	2018
EMPLOYEES	65	64	67

	2020	2019	2018
FULL TIME EMPLOYEES	64	62	65
PART-TIME EMPLOYEES	1	2	2

Over the years, the company has maintained a constant number of employees in order to guarantee a constant contribution of human capital. The company turnover is perceived as a moment where the know-how of a craftsman's job is passed on to new generations.

	M	F	TOTAL	% WOMEN EMPLOYED
WORKERS	17	26	43	61,36%
INTERMEDIATORIES	7	0	7	0,00%
EMPLOYEES	5	9	14	64,28%
MANAGEMENT	1	0	1	0,00%
TOTALE	30	35	65	54,54

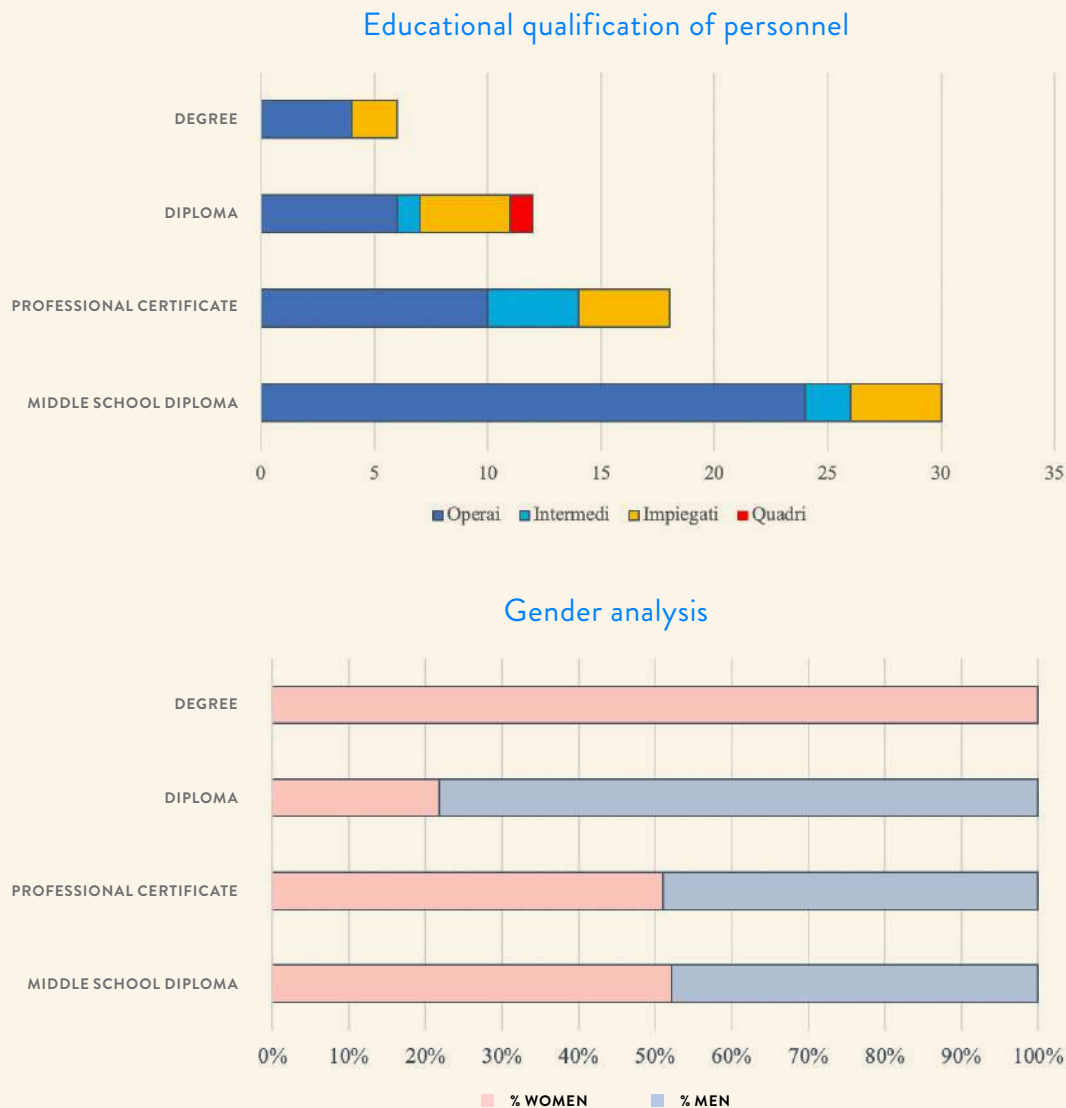
Equal opportunities



6.2 TRAINING

In-company training is a fundamental component for us, because the formulas and know-how of a job are a well kept secret in which the precious techniques of the past are passed on. These secrets and know-how cannot be found in textile books and have been rather passed on from generation to generation since 1913.

Employee skills updating programs



All employees working in the company need to know and try every job in the productive chain in order to have a 360° view on production, as well as to understand possible problems/difficulties deriving from each process.

WE HAVE TECHNICAL ABILITIES

Each time a new employee is hired, he/she gets support from an experienced worker, who instructs them on production techniques and is in charge of their training.

This approach promotes strong cohesion between employees, as well as great product culture.

Hours of training on the job and “on-boarding” program of the new entries
3 MONTHS PER PERSON = AROUND 300 HOURS PER PERSON

M.T. Di Nole also arranges specific training for new employees so as to introduce the worker to their assigned job in the company. It is structured as follows:

JOB	TRAINING TIME
WARPER	8 MONTHS
JACQUARD TEXTILE WORKER	2 MONTHS
JACQUARD TEACHER	4 MONTHS
JACQUARD ASSISTANT	6 MONTHS
VELVET TEXTILE WORKER	4 MONTHS
VELVET TEACHER	6 MONTHS
VELVET ASSISTANT	12 MONTHS
DYER	12 MONTHS
STENTER OPERATOR	4 MONTHS
FINISHING OPERATOR	8 MONTHS

Indeed, the length of each training module differs according to the complexity of the job and the responsibility that the employee takes on. This is to safeguard the high quality that we are so well known for.

6.3 LIFE BALANCE

There is a fine balance between working life and private life in M.T. Di Nole. The policy adopted is life-balance oriented in order to facilitate employees in managing their working life related to their private one. This is also favoured by being geographically close to the company.

43% of the employees in Di Nole textile manufacture live less than 2 kilometres from the company and 65% live less than 5 kilometres away.

	WITHIN 2,0 KM	BETWEEN 2,1 AND 5,0 KM	BETWEEN 5,1 AND 10,0 KM	BETWEEN 10,1 AND 20,0 KM	OVER 20,1 KM	TOTAL
NUMBER OF EMPLOYEES	28	14	9	9	5	65
% OUT OF TOTAL	43%	22%	14%	14%	8%	100%
PROGRESSIVE %		65%	78%	92%	100%	

MANAGEMENT OF WORK DISTRESS

The company firmly commits to fight against episodes such as mobbing, stalking, psychological violence and any discriminatory or harmful behaviour against people's dignity whether it is done outside or inside the company's walls. Relationships between employees must be carried out with loyalty, correctness and mutual respect, as well as with awareness of the values of civil cohabitation and of personal freedom. Employees may refer any working distress to the doctor.

7.

THE SOCIAL AND RELATIONAL CAPITAL

"Institutions and relations between or in the community, stakeholder groups and other networks, as well as the possibility of sharing information in order to increase individual and collective welfare."

7.1 M.T. DI NOLE AND THE LOCAL COMMUNITY

Di Nole textile manufacture has always participated in community life because for more than 100 years it has given work and life to the town of Nole, hiring local personnel and ensuring their development along with the company's. Between 1913 and the present, more than 4.400 people have worked in the premises in Nole. Since all the company's employees live nearby, various families have been able to continue living in the area on a permanent basis and others have moved there, bringing business to the area.

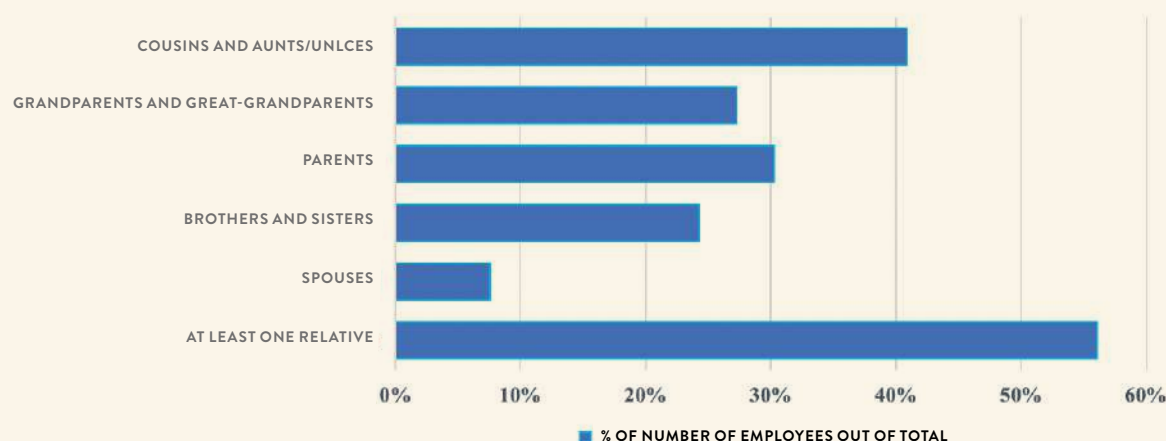
OUR CAPITAL IS SOCIAL

7.2 GENERATIONAL CONNECTIONS

M.T. Di Nole cares not only for its employees' and their families' needs, but it itself has grown and has raised different generations of those families.

THE ROOTS ARE HERE

% of current employees who have relatives who have worked in DINOLE manufacture



LOCAL KNOW-HOW MUST NOT BE LOST

As you can see from the table, there are 4 distinct generations which can be divided into present employees, parents, grandparents and great-grandparents who have worked for the company. In most analysed cases, nearly half of the current employees is the third generation, as they have had at least one parent employed in the company, as well as at least one grandparent. In the most enduring cases, they are from the fourth working generation of the same family.



8.

APPENDIX

8.1 REPORT PROFILE

GRI	GRI specific indicator	PAGE
Organizational profile		
102-1	Name of the organization	5
102-2	Activities, brands, products and services	9
102-3	Location of head quarters	5
102-5	Ownership and legal form	5
102-6	Markets served	10
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8.2 GLOSSARY

GRI

The GRI acronym, Global Reporting Initiative, refers to an international non-profit organization which was set up in 1997. It promotes sustainability through framework development for non financial reporting.

INTERNATIONAL INTEGRATED REPORTING COUNCIL (IIRC)

It is an international organization, made up of Investors, companies and NGOs, which has developed the framework of integrated reporting. This is a process that allows all financial, environmental, social and of governance information to be merged into one document.

GLOBAL COMPACT

Global Compact is a United Nations initiative, inaugurated in 2004, with the goal of involving companies in pursuing a responsible business in terms of human rights, environmental work and in the fight against corruption. Today 9,830 companies from 161 different countries have subscribed to it.

SUSTAINABLE DEVELOPMENT GOALS

The sustainable development goals (SDG), are the goals established in September 2015 by the International community when more than 150 international leaders met up at the United Nations to contribute to global development, promote human welfare and protect the environment. On this occasion the community of states approved the 2030 Agenda for sustainable development, setting 17 essential elements of sustainable development and 169 targets.

TOE

Tonne of Oil Equivalent (TOE) is a unit measurement which indicates the amount of energy freed from the combustion of a tonne of raw petroleum.

ISO14001

This is an international voluntary standard promoted by the international organization for Standardization which certifies that the organization has a managerial system to monitor the company's environmental impact.

OEKO-TEX STANDARD 100

This is an international standard which is certified by the same institution, and is specialized in the textile sector. It regulates the use of chemical substances in the fabrics to safeguard the final consumer.

OHSAS 18001

Occupational Health and Safety Assessment Series (OHSAS18001) is an international voluntary standard promoted by BSI which certifies that the organization has a managerial system to control safety and the well-being of the workers.

SA8000

This is an international voluntary standard promoted by Social Accountability International which certifies that the organization has a managerial system to monitor worker's conditions.

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