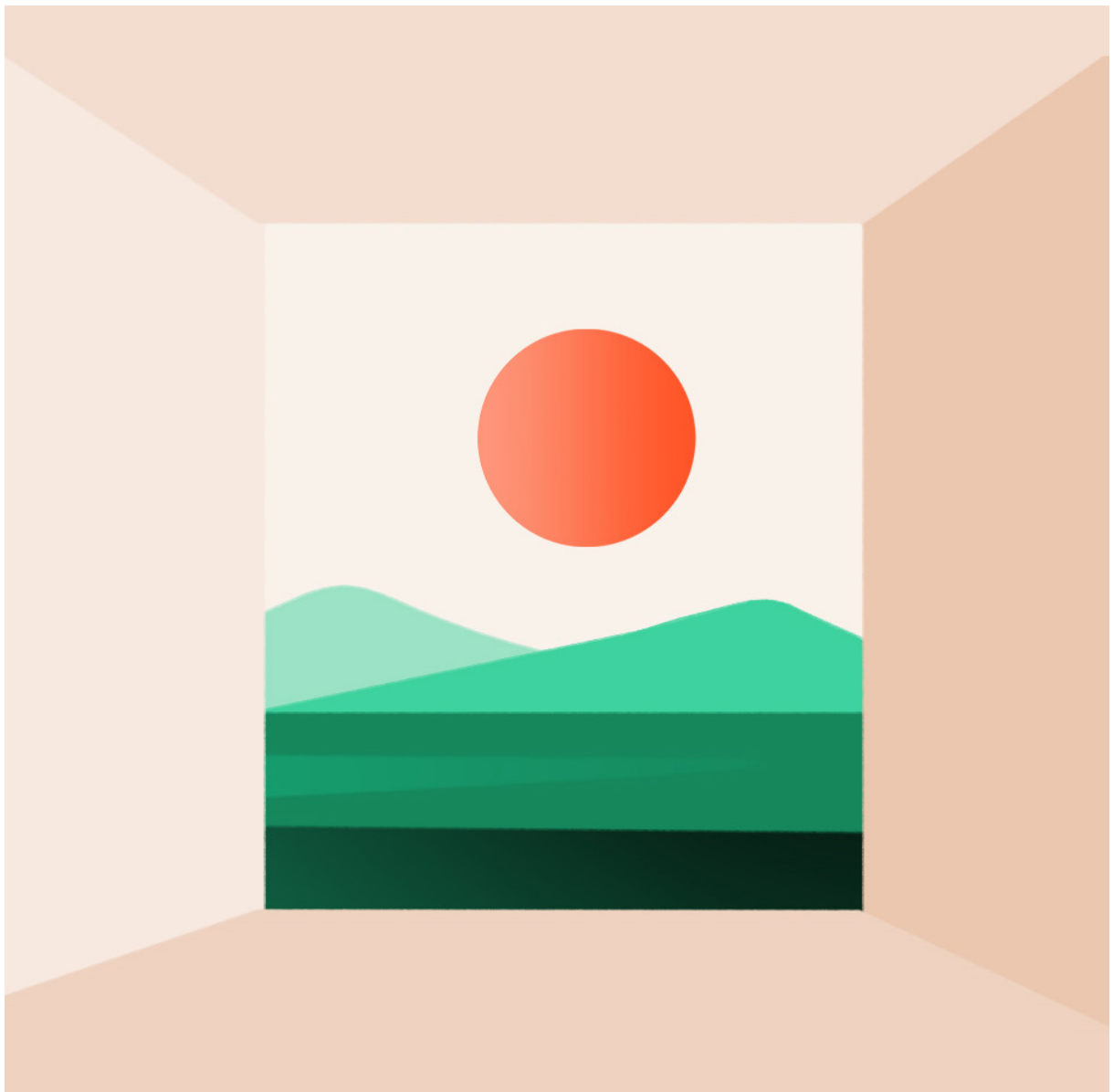


IMPACT REPORT 2022



SLOWEAR

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INTRODUCTION /



SLOWEAR: A FAMILY COMPANY OF INTERNATIONAL SCALE.
SLOWEAR IS AN ITALIAN LIFESTYLE PROJECT BORN FROM LONG INDUSTRIAL HISTORY WHICH UNITES FOUR HISTORIC ITALIAN FASHION BRANDS THAT SHARE A HIGH LEVEL OF SPECIALIZATION.

SLOWEAR HAS BEEN BUILT ON THIS HERITAGE OF KNOW-HOW AND PASSION FOR THE PRODUCT, AND PROMOTES A CONCEPT OF “DURABLE” FASHION, CHARACTERIZED BY INTERNAL AND EXTERNAL QUALITIES THAT MAKE IT IMMUNE TO THE PASSAGE OF TIME AND PASSING TRENDS.

THIS PHILOSOPHY MEETS A NEED THAT IS BECOMING INCREASINGLY URGENT IN THE FASHION INDUSTRY: TO PROMOTE A MORE ETHICAL AND SUSTAINABLE MODEL OF CONSUMPTION.

VISION & PURPOSE /

CREATING A NEW CONSUMER CULTURE:

WEAR TO IMPACT

We are a collective united by a clear desire: to produce and sell quality clothing, quality that is expressed in the product and in the enhancement of all stakeholders. Sustainability, a fundamental component of our DNA, is stated in our name, Slowear, which makes a clear statement of intent, a philosophy of style that respects the timeframes and methods necessary to create value, true value, destined to remain. We are a company created to give shape and voice to a sustainable and lasting consumer

culture, with consumption that expresses the ethical and aesthetic choices of individuals. “Wear to impact” captures and conveys our essence, the purpose of existing as a company that gives the end consumer products with a history of and commitment to responsibility.

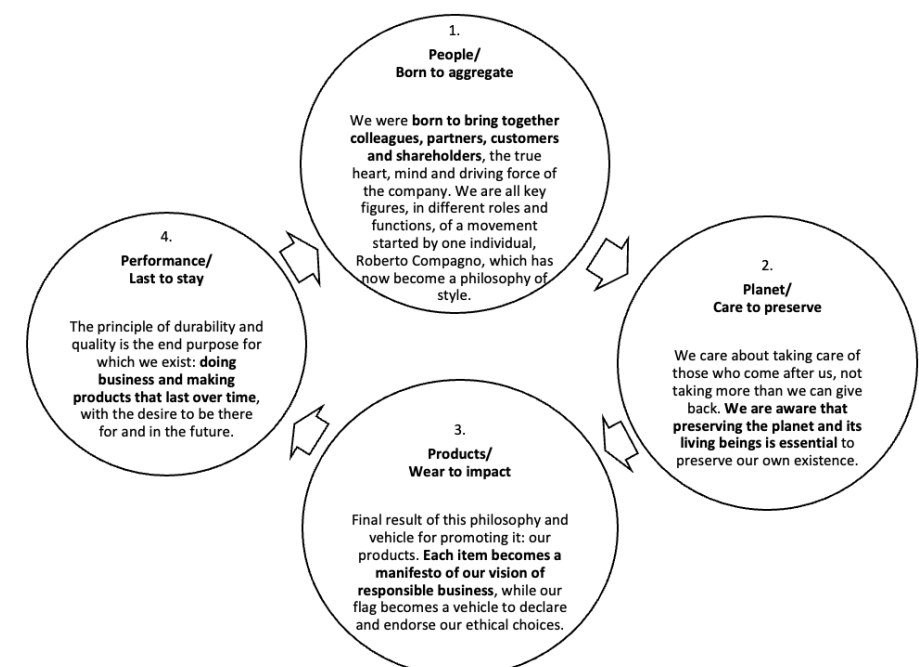
We support the value of individuals, of the community, and of the natural and environmental resources that contribute to the creation of this new consumer culture. We envision a new way of designing, planning, producing, buying, wearing and recycling, and in doing this, we are setting out on a new journey, to which everyone is invited, irrespective of labels.

MISSION /

We want to impact the future starting from afar, from the birth of Slowear as a philosophy of products destined to last; this is our story, a vision and journey of sustainability that has always defined and guided us.

We declare this today to all our stakeholders with a

precise and clear intention: to promote and manifest a culture of doing things “slowly”, in contrast to the dominant model of “fast” consumerism. Our mission is carried out through the Impact Circle, a project that embraces and includes everyone, and delineates and expands our reach as a multi-faceted enterprise: producers, retailers and consumers.



The circle, as a figure in which everything constantly flows and evolves, reflects our dynamic essence, where profits and values as the center around which people, the planet, products and performance revolve as 4 cardinal points.

Slowear is much more than just a clothing label. It is a combination of four distinct brands, each with its own soul and personality. There is the sophisticated knitwear of Zanone, with its enchanting elegance and refinement. Glanshirt shirts, with their undeniable charm, are the emblem of male elegance. Montedoro jackets are impeccable in every detail, while Incotex pants are known for their perfect fit and the quality of the fabrics.

Slowear's main office is in Via della Fornace, Mira, near Venice, but it has two other offices: in Corso Sempione, Milan, and in Ghislarengo, Piedmont. Slowear's objective is to work with passion and dedication to create clothing and accessories without compromising on quality and sustainability, and to always remain attentive to respect for the environment and for workers' rights.

With more than 30 outlets in the world's major shopping capitals, including Milan, London, Paris, New York, Tokyo and Seoul, and in leading international department stores (such as Rinascente in Milan and Florence), Slowear is recognized by buyers and connoisseurs as one of the leading multi-brand retail concepts in Italian menswear, with a unique value proposition and distinctive and lasting qualities.



BENEFIT CORPORATION: 5 COMMON BENEFIT GOALS /

IN 2022, SLOWEAR CHANGED ITS BYLAWS AND BECAME A BENEFIT CORPORATION, CREATING THE POSSIBILITY OF BEING A PROMOTER OF AN EPOCHAL CHANGE, WITH A BUSINESS CONCEPT AIMED AT RESTORING VALUE TO SOCIETY AND TO THE ENVIRONMENT.

As a Benefit Corporation, the company intends to pursue multiple common benefit goals and operate in a responsible, sustainable and transparent manner towards people, the local region, the environment and other stakeholders.

Pursuant to and for the purposes of Italian Law No. 208 of 28 December 2015, sole article, paragraphs 376-384, the company, in the exercise of its economic activities, intends to pursue one or more measurable purposes of common benefit, creating and selling quality products that support the value

of individuals, of the community and of natural and environmental resources, with the ultimate objective of giving rise to a new consumer culture, an essential component of our DNA, expressed in our name, Slowear: durable fashion.

To this end, the company pursues specific purposes of common benefit:

1. the progressive adoption of a conscious and sustainable business model, based on measurability and aimed at continuous improvement;
2. the constant improvement of the sustainability profile of the products through the development of sustainable practices and processes, the choice of materials with a lower impact, the adoption of innovation technologies, implemented also through collaboration initiated with research centers, universities, institutions, associations, non-profit organizations, foundations and other key
3. partners/companies in the industry;
3. the development and adoption of a sustainable supply chain model, engaging all suppliers in processes to improve social and environmental sustainability performance, initiating selection processes based on quality, respect and adherence to the company's core values;
4. a commitment to implement a progressive evolution of its business and operational model towards a zero-emissions economy, in line with the European climate neutrality and Italian ecological transition goals;
5. commitment to valuing the people who work in the company, recognizing the value of diversity, through dedicated training and professional growth courses, and through the promotion of initiatives that allow for greater well-being, a balance between professional and private life and safety in the workplace.



PROGRESSIVE ADOPTION OF A CONSCIOUS AND SUSTAINABLE BUSINESS MODEL, BASED ON MEASURABILITY AND AIMED AT CONTINUOUS IMPROVEMENT /

Goals for 2022

- I. Drafting and dissemination of internal and external company policies
- II. Activation of the Sustainability section of the slowear.com website
- III. Introduction of the concept of diversity within the Board of Directors
- IV. Charity
- V. Appointment of B Corp Ambassadors in all company departments – with training/updates
- VI. Addition of sustainability goals in the job descriptions of all employees and in the selection of new resources.

The first chapter of this work focuses on the progressive adoption of a conscious and sustainable business model.

In this regard, Slowear is a concrete example of how a company can adopt sustainability as one of the cornerstones of its business strategy. Slowear's board of directors, for example, appointed a sustainability delegate among its members to ensure that sustainable business is officially discussed and integrated into business management. In addition, an ESG Director has been appointed internally and a committee of collaborators called "B Corp Ambassadors" has been established to promote sustainable practices in all company departments. These figures are essential to propagate and disseminate a sustainable approach within the company and ensure that all employees are actively involved in the promotion of sustainable activities.

In this chapter, we will examine the role of these figures and how Slowear is working to adopt a conscious and sustainable business model, based on measurability and aimed at continuous improvement.

SLOWEAR GOVERNANCE /

Slowear has chosen to appoint various corporate figures to ensure a sustainable and responsible business model. The company has taken the initiative of introducing diversity within its board of directors. This commitment is aimed at ensuring a balanced representation of different perspectives and skills, promoting an inclusive environment and a broader and more representative decision-making process.

One of the board members is Marco Bernardini, CEO of Slowear, whose main role is to guide and supervise the entire company activity. As CEO, Marco has a

strategic vision of the company and coordinates the various functions of the organization to achieve the set goals.

Meanwhile, Paolo Ferrin holds the role of Chairman of the Slowear Board and is a figure external to the company. Paolo has a supervisory role over the board's activities and works closely with the CEO to ensure the proper functioning of the company and its compliance with ethical and social values.

Tommaso Paoli, Stefano Sassi and Giorgio Delpiano are all external directors of Slowear and they bring their experience and expertise to specific areas. Tommaso, for example, is an expert in finance and business management, while Stefano has long experience in the fashion and luxury sector. Giorgio, on the other hand, is an expert in corporate governance and retail and product management.

Nella Loero is another external director of Slowear, with skills in the field of communication and business administration.

Finally, Elisabetta Compagno is a Slowear internal advisor. Her main role is to ensure that the company's activities are carried out in a sustainable manner that respects the environment and people. Elisabetta works closely with the ESG Director and is appointed by the Board to ensure that Slowear adopts best practices in terms of sustainability and social responsibility.

INTRODUCTION OF DIFFERENT POLICIES /

Slowear has introduced several policies to regulate and ensure compliance with its ethical, social and environmental values. These policies include the Code of Ethics, which defines the company's behaviors, principles and culture, based on the values of fairness, integrity, respect, transparency, sustainability and legality. The Code of Conduct, on the other hand, summarizes the company's principles of conduct and guarantees respect for human and workers' rights.

In addition, Slowear has developed an Anti-Corruption Policy that defines the rules and procedures for preventing corruption. The Whistleblowing Policy, moreover, allows anonymous reporting of potential violations of the law or conduct contrary to company policies by persons who have a relationship of interest with Slowear.

In addition, Slowear has introduced a Travel Policy to regulate employee work trips and an Internship Policy (only for Italy) to define ethical and practical guidelines for Slowear's interactions with interns. These policies represent a concrete commitment by the company to adopt a sustainable and responsible business model.

WEBSITE /

In addition to its e-commerce function, the slowear.com website is noted for its attention to transparency and communication with customers and users. It includes a section on the company's history and philosophy, which presents the origins of the brand and the core values on which its business is based. In this section you can learn about the sustainable approach that Slowear has adopted in its business, from choices of materials to reducing the environmental impact of production.

Slowear also expresses its concern for social issues through support of various charitable initiatives, which are presented in a special section of the site. Slowear thus shows that it is committed not only

at the corporate level, but also at the social and community level, through its attention to issues that are important and relevant for society.

CHARITY PROJECTS /

Slowear is committed to supporting causes that concern the environment, culture, art and solidarity. The initiatives endorsed by the company include projects to support populations affected by natural disasters and help for artistic and cultural projects, conducted in such a way as to create moments of reflection on environmental and social sustainability. Slowear shows that it has a 360-degree vision of responsibility, which embraces not only environmental issues, but also the social and cultural sphere.

In addition, through endorsement of these charitable activities, Slowear gives its customers the opportunity to contribute to these causes through the purchase of its products. In this way, the company is seen as an ethical and sustainable model, demonstrating that sustainability is not merely an abstract concept, but a tangible and concrete value.

OXFAM /

In the period between November 25th and December 25th 2022, Slowear decided to take action and create a positive impact through a special fundraising campaign. Thanks to the generosity of our customers, both in-store and online, we were able to donate nearly 600,000 liters of clean water. These funds were allocated to an emergency project in Syria, in collaboration with Oxfam.

Syria has been struck by one of the largest humanitarian emergencies in recent years and, thanks to the fundraising campaign, we were able to provide drinking water to 33,000 people and sanitation kits to 49,000 people.

We wish to thank our customers for participating in this important initiative, showing that, together, we

can make a difference and contribute to improving the world we live in.

ONE PLANET ONE FUTURE /

Slowear, as part of its charitable commitment, has chosen ONE PLANET ONE FUTURE as the recipient of its donations for educational purposes. ONE PLANET ONE FUTURE is an organization that uses the universal language of art to raise awareness and inspire individual action in response to human-caused threats to the planet and the environmental crisis. Founder and environmental artist, Anne de Carbuccia, is committed to raising awareness of the challenges humanity faces and promoting positive change through her artistic work.

Anne de Carbuccia uses different means of expression to convey her message, including photography, installations, street art and film. Through these art forms, she tells the story of what we currently have, what we could lose, and what we have already lost due to human actions that threaten our planet. Her goal is to make the public understand the sensitivity and importance of our common home, inviting people to reflect on their actions and adopt responsible behavior to preserve the environment.

Slowear's commitment to supporting ONE PLANET ONE FUTURE highlights the company's desire to promote environmental education and contribute to initiatives that work towards a sustainable future. Through donations for educational purposes, Slowear supports the work of Anne de Carbuccia and her organization in using art as a tool to raise awareness and inspire individual action for the environment.

IEO /

Slowear contributed to fundraising by supporting the research of the European Institute of Oncology and the Monzino Cardiology Center, whose aim is to help doctors and researchers make continuous progress towards making oncological and cardiovascular diseases more treatable.

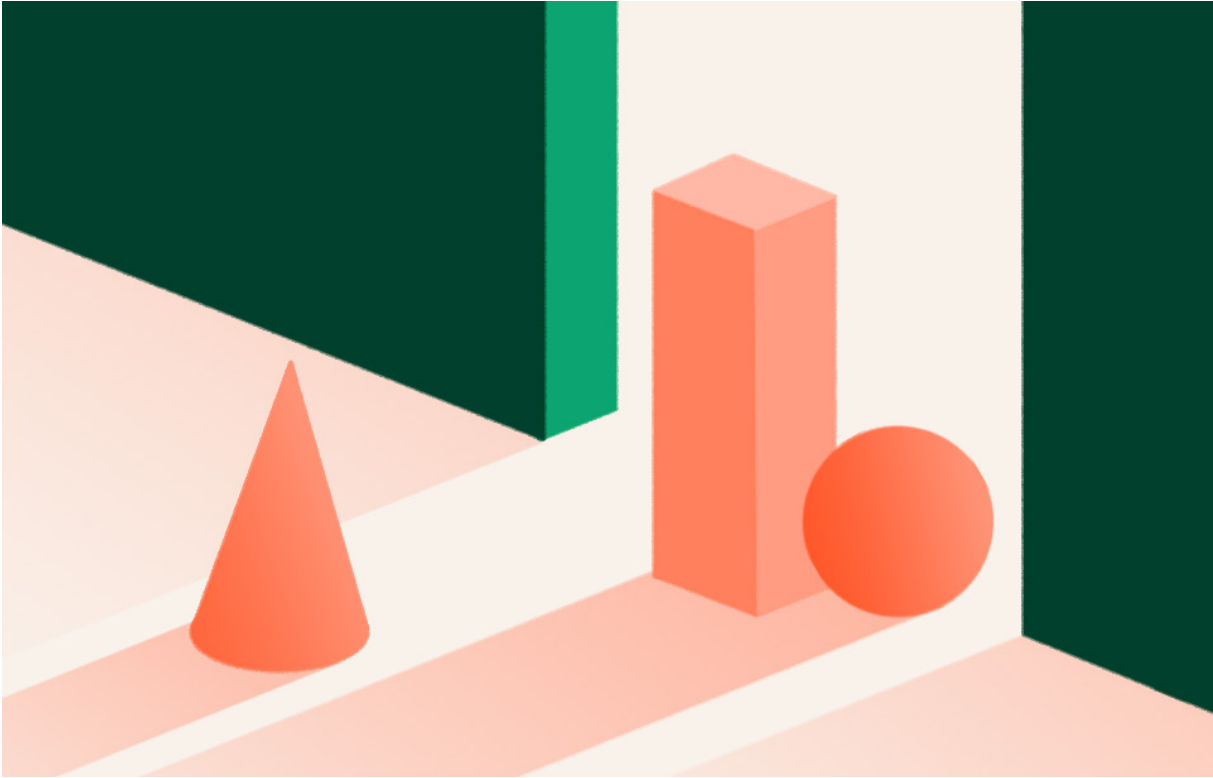
SOMETHING DIDN'T GO AS WE HOPED /

During 2022, we had set a goal to rewrite all our company job descriptions, including in each one a specific responsibility related to the sustainability goals outlined in our bylaws. Unfortunately, we only reached 80% of the job descriptions and were unable to fully complete the revision. However, we are committed to completing the rewriting process by 2023.

In spite of this setback, we have taken alternative measures to ensure that the importance of sensitivity to environmental and social sustainability issues is communicated to all potential candidates through our job offers. We have included a detailed description of this in each new notice, highlighting the importance of commitment by each team member to achieving sustainability goals through collaboration with the various company departments.

We recognize that sustainability is critical to our long-term success and are doing everything we can to integrate it into our corporate culture and the responsibilities of each individual. Despite the delay in the complete revision of the job descriptions, we are constantly working to promote greater awareness and commitment towards sustainability among our team members through the implementation of other measures and activities, which are explained in this document.

PLANNED ACTIONS FOR 2022	GOALS	RESULTS	TARGET FOR 2023
Implementation and expansion of company policies	Introduction of new internal and external policies on responsible operation for people and the environment.	In 2022, 12 policies were drafted and published for the purpose of codifying the company's internal and external responsible behaviors.	Updating of existing policies and creation of new ones, such as the donation policy.
External communication	Implementation and updating of external communication actions.	Launch of the "sustainability" section on slowear.com and sharing of the results achieved on our social media channels.	Continue on this path towards transparency.
Job description	Inclusion of ESG topics in all job descriptions and quantitative and improvement goals in sustainable activities.	We integrated 80% of job descriptions in 2022.	Finish the process by reaching 100% and integrating new employees.
Charity	To regulate corporate donations and increase the economic value of the donations.	The charity policy was drafted and published, and in 2022, about €50K was donated to various entities in compliance with the policy.	Continue with corporate donations.



CONSTANT IMPROVEMENT OF THE PRODUCT SUSTAINABILITY PROFILE THROUGH THE DEVELOPMENT OF SUSTAINABLE PRACTICES AND PROCESSES, SELECTION OF MATERIALS WITH LOWER IMPACT, ADOPTION OF INNOVATIVE TECHNOLOGIES IMPLEMENTED THROUGH COLLABORATIONS INITIATED WITH RESEARCH CENTERS, UNIVERSITIES, INSTITUTIONS, ASSOCIATIONS, NON-PROFIT ORGANIZATIONS, FOUNDATIONS AND OTHER KEY PARTNERS AND COMPANIES IN THE INDUSTRY /

Goals for 2022

- I. SLCA analysis (SLCA - Sustainable Life Cycle Assessment) with OURO
 - INCOTEX Royal Batavia®
 - ZANONE IceCotton
 - ZANONE Flexwool
- II. Creation of consumer analysis to understand durability factors in collaboration with IULM
- III. Inclusion of PLM software sustainability parameters for sustainable turnover (training)
- IV. Product advancement
 - Flexwool mulesing-free 100% FW22
 - Tricochino 40% organic cotton from FW22
 - IceCotton 100% GOTS SS23
- V. Recycled packaging for all brands, compostable for IceCotton SS23
- VI. Product and treatment certifications (OEKO-TEX, GOTS, OCS, ZDHC, BCI, RWS, MF, FSC, GRS, DETOX)
- VIII. Sustainable capsules (Pangaia Science, Wråd, Kindof, Sebago, Beach bag)

HOW WE SELECT SUSTAINABILITY /

Our commitment to sustainability also extends to the choice of fibers used in our products. Whether natural or man-made, we constantly try to find and use fibers with internationally recognized certifications based on rigorous standards.

We realize that there are more than 300 sustainability certifications available worldwide, each with their own standards and criteria. However, to maintain consistency and uniformity within our company, we have chosen to adopt the B Impact Assessment model as our main frame of reference for fiber sustainability certifications. Until universal standards are adopted at European level or internationally, we will continue to rely on this model.

The B Impact Assessment model is recognized for its rigor and attention to multiple aspects of sustainability, including environmental impact, social practices and business ethics. Through adoption of this model, we aim to ensure that the fibers used in our products are sustainably sourced and are produced using processes that meet precise sustainability standards.

We will continue to monitor developments in the field of sustainability certifications and adapt our fiber sourcing strategy accordingly. Our intention is to increasingly select and use fibers that meet the sustainability standards defined by the B Impact Assessment model, out of respect for our corporate values and commitment to environmental and social sustainability.

THE CONTROVERSY OVER SYNTHETIC FIBERS, THERE'S PLASTIC AND PLASTIC /

In the textile industry, there are synthetic fibers that can be considered “good” from a sustainability perspective, and those considered as “bad”. The difference between the two categories lies mainly in their production and use of resources, and the associated environmental and social impacts.

“Good” synthetic fibers are generally those produced using more sustainable processes, such as the recycling of materials or use of renewable sources. For example, synthetic fibers made from recycled plastic bottles or biodegradable materials can be considered more sustainable options than traditional synthetic fibers made from non-renewable sources, such as oil.

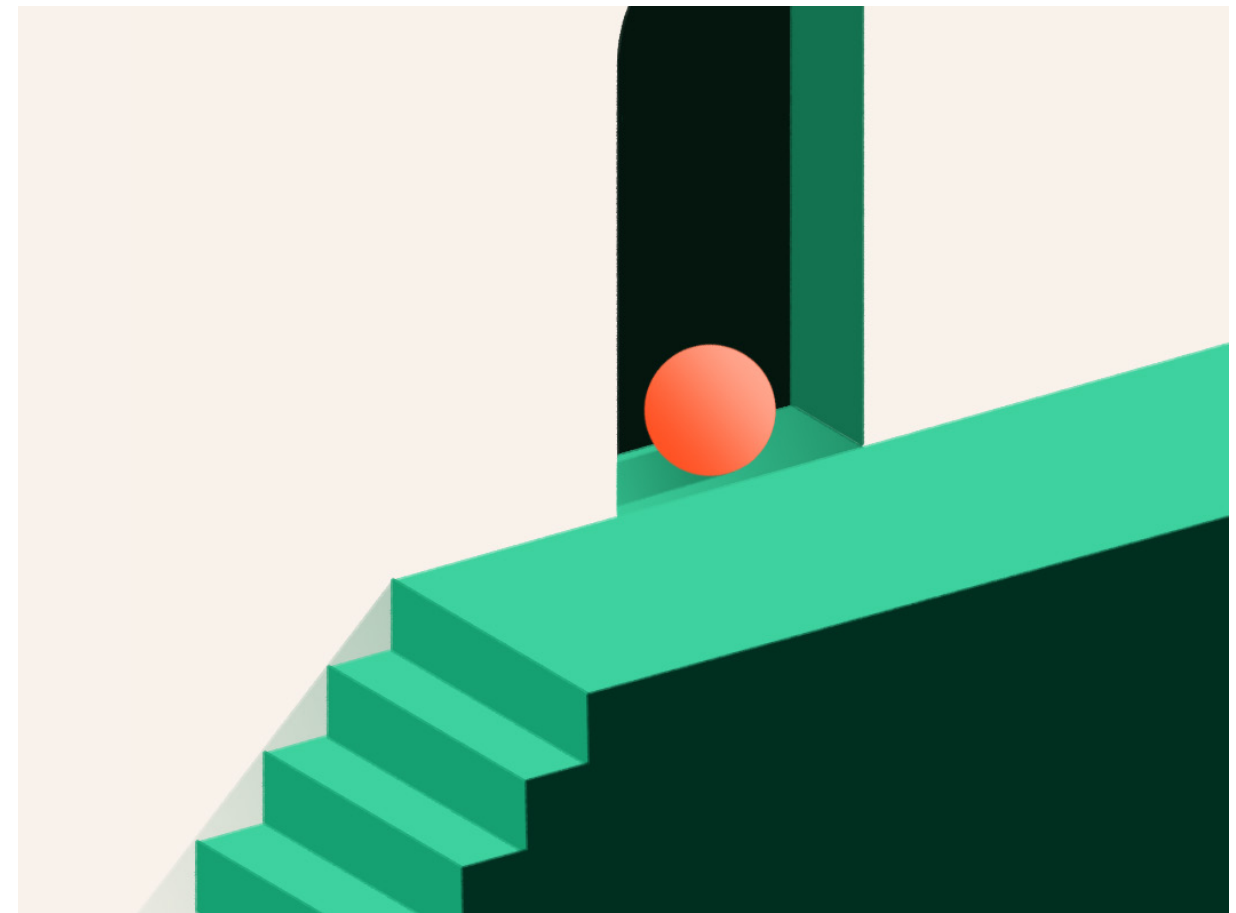
On the other hand, “bad” synthetic fibers are often associated with a negative impact on the environment. During the production and use of synthetic fibers, microplastics can be released into the environment, and ultimately affect humans.

According to a report by the International Union for Conservation of Nature (IUCN), a significant amount of microplastics, between 200,000 and 500,000 tons, comes from textiles and ends up in marine ecosystems each year. These microplastics can cause harm to the marine environment and to wildlife.

However, it is important to note that there are ongoing efforts to address this issue. One solution found in Slowear stores is the Guppyfriend Washing Bag. This specially designed bag reduces friction while washing clothes and traps microfibers. According to the Fraunhofer UMSICHT Institute, on average 86% fewer synthetic clothing fibers break when washed using this bag. The fibers that separate are collected in the corners of the bag and can be easily removed and disposed of after washing.

While this solution does not totally resolve the problem of textile-derived microplastics, it is an effective method to temporarily reduce negative impacts while transitioning to more sustainable alternatives.

As a goal, Slowear is committed to adopting long-term solutions, such as the use of synthetic fibers from recycled or biodegradable sources, as well as promoting sustainable and conscious laundry practices to reduce the emission of microplastics into the environment.



OTHER FABRICS USED IN THE COLLECTIONS /

Slowear's approach to accelerating the transition to a more sustainable world has been to start with its best-selling items. We initially selected two of the group's brands, Incotex and Zanone, which account for 48% of overall sales.

From 2023, all items from these two brands will be made with sustainable characteristics. In particular, we have selected three items which, in addition to meeting performance and style criteria, perfectly reflect the concept of durable fashion.

These are Zanone IceCotton, Zanone Flexwool and Incotex Royal Batavia®.

We conducted several analyses to work on the sustainability of these three iconic products.

We have adopted a measurement-based approach, since only what is measured can be managed.

Therefore, for each item, we performed a sustainable life cycle analysis (SLCA - qualitative impact analysis).

ZANONE ICECOTTON /

Zanone IceCotton® is a cotton jersey made with a superior quality yarn, so strong that it can withstand very high twisting. The result is a tough fabric that retains its shape over time and is practically indestructible. This fabric represents excellence in knitwear and comes from the experience and research of the Zanone brand. Moreover, the yarn used for Zanone IceCotton is Oeko -Tex® certified, which guarantees that it is free of substances harmful to the environment and to human health.

ICECOTTON SUSTAINABLE LIFE CYCLE ASSESSMENT 2022 - SS23 COLLECTION /

The SLCA conducted on IceCotton® allowed an evaluation of the environmental impact throughout the entire product life cycle, from extraction of the raw materials to use and disposal. SLCA (Sustainability Life Cycle Assessment), based on the Natural Step* framework and conducted on the Ouro pla-

tform with the support of NATIVA, is aimed at mapping and progressively improving environmental and social impacts throughout the product life cycle phases.

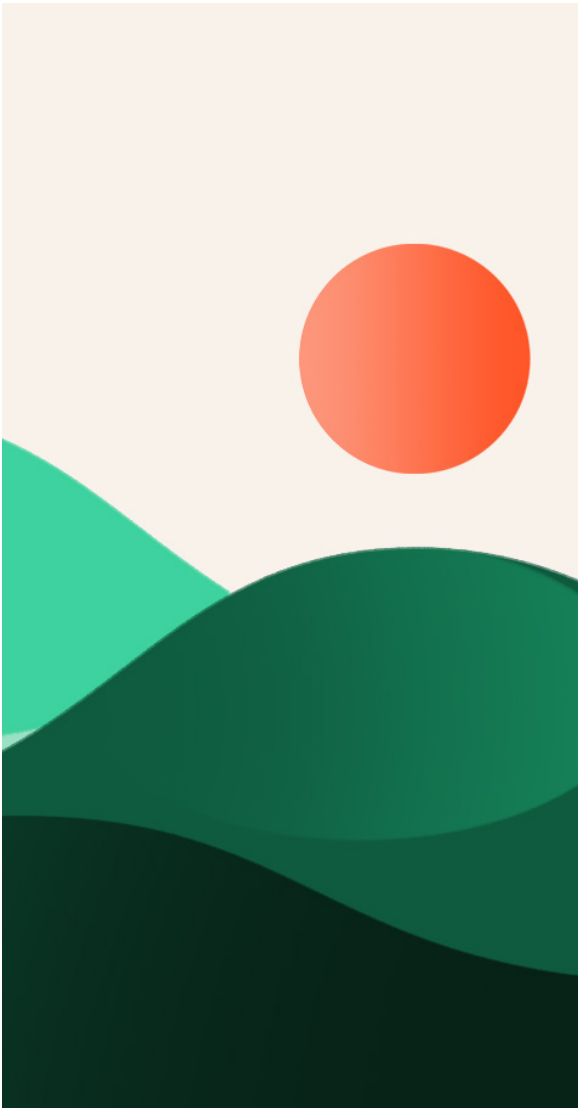
The 4 Natural Step sustainability principles were considered:

- 1. The impact of substances extracted from the Earth's crust: the extraction of the GOTS-certified cotton used for the IceCotton® fabric was assessed. The aim was to avoid a systematic increase in the use of natural resources.
- 2. Emission of substances produced by the company: emissions of pollutant substances during the fabric production process, such as the use of glues, inks and dyes, were considered. The goal was to minimize the negative impact on the environment.
- 3. Potential degradation of the natural environment due to the IceCotton® fabric production processes was assessed. The goal was to reduce the impact on natural resources and ecosystems to a minimum.
- 4. Systematic barriers affecting personal integrity, competence, influence, significance and impartiality: human resource management practices were considered, ensuring integrity, competence, impartiality and positive social impact.

The analysis also involved suppliers of first-tier fabrics, accessories and packaging, as well as materials used during the production process, such as energy, glues, inks and dyes. The aim was to assess the sustainability of these elements and identify areas for improvement. The SLCA did not include second-tier suppliers or machinery used in production.

Through this analysis, we attempted to assess and reduce negative impacts on natural resources, the environment and society, in accordance with the GRI standards. The aim is to ensure that IceCotton® meets the sustainability criteria defined by the B Impact Assessment model and

** The purpose of The Natural Step association is to develop and disseminate the Strategic Sustainable Development Framework.*



complies with the Slowear commitments to environmental and social sustainability. The results of the SLCA were used to identify corrective actions and improvement opportunities for reducing the environmental impact of IceCotton® fabric. Slowear will continue to monitor developments in the field of textile sustainability and take steps to promote an increasingly sustainable approach in the selection of materials

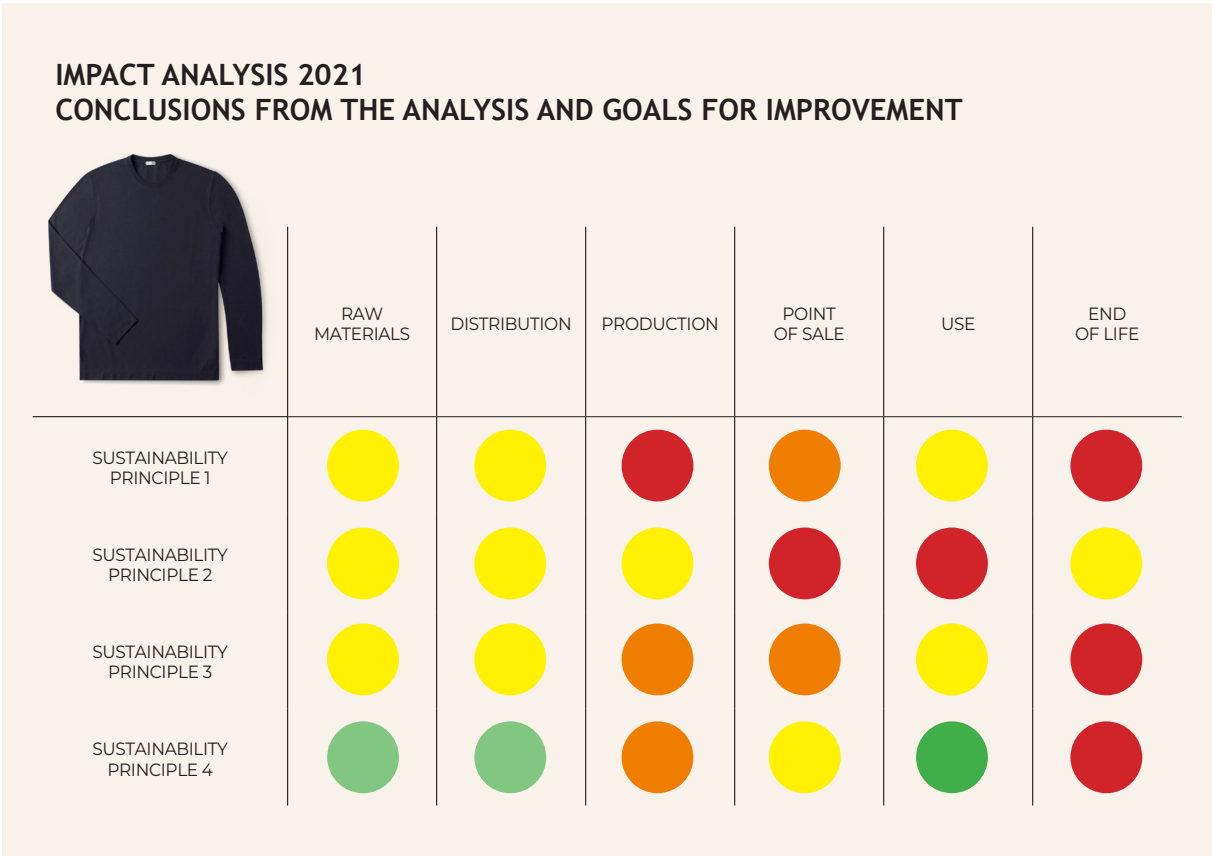


Figure 1: visual diagram of the Ouro platform. Red indicates the highest impact while green represents the lowest impact. Methodology developed by NATIVA.

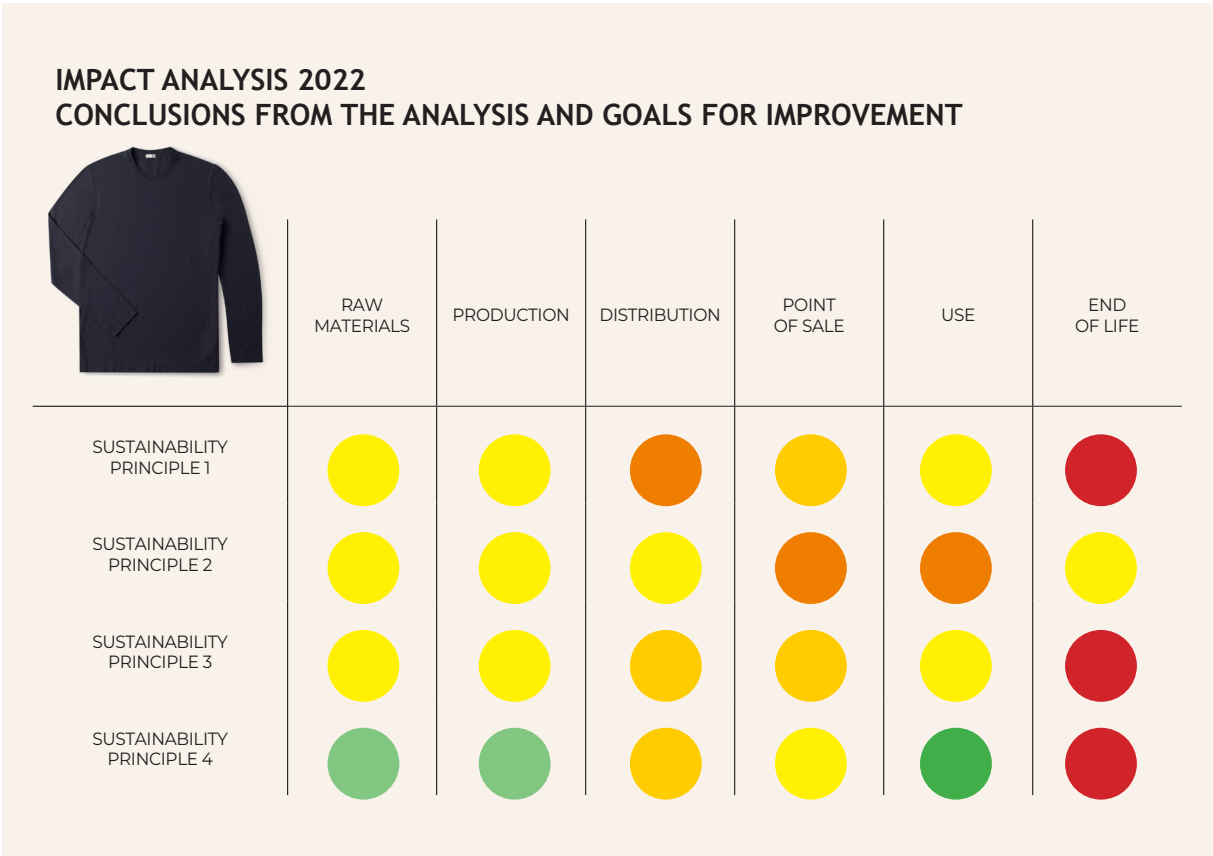


Figure 2: visual diagram of the Ouro platform. Red indicates the highest impact while green represents the lowest impact. Methodology developed by NATIVA.

ZANONE FLEXWOOL /

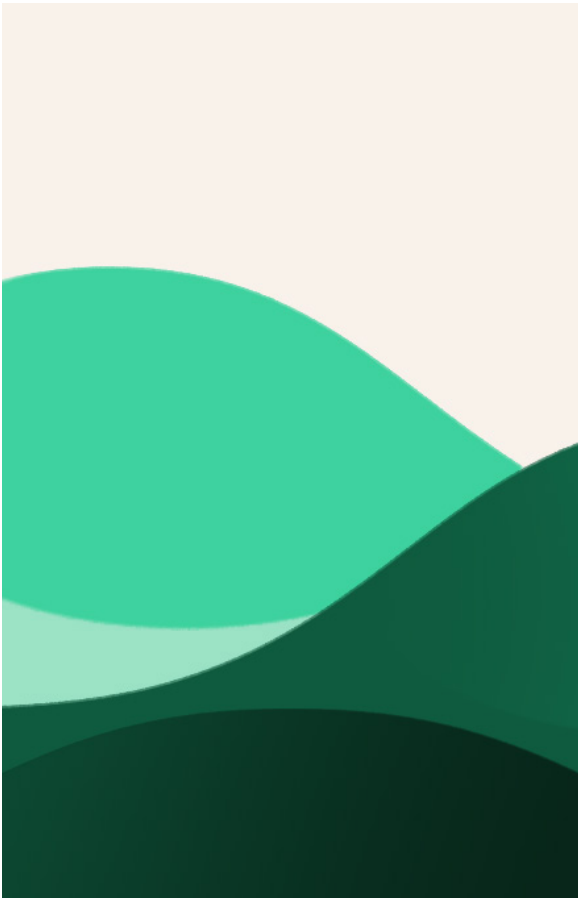
Zanone Flexwool is a high-quality yarn created by blending the world's best merino wool with a thin, high-quality stretch fiber. This very fine yarn features unprecedented elasticity, resilience, lightness, thermal capacity and comfort. It is easy to wash at home and retains its shape and performance over time. Starting from the FW22 collection, the Flexwool yarn is certified as mulesing-free, which guarantees that the wool used does not come from sheep subjected to painful mulesing procedures.

SUSTAINABILITY LIFE CYCLE ANALYSIS
ASSESSMENT OF ZANONE FLEXWOOL
FROM FW22 /

To evaluate the environmental impact of Zanone Flexwool throughout its entire life cycle, we conducted a SLCA (Sustainability Life Cycle Assessment) using Ouro technology by NATIVA. The analysis assessed the impacts of the product in the different phases, from extraction of the raw materials to use and disposal of the product. We also examined compliance with system conditions for an overall assessment of the product's sustainability level.

The Flexwool sweater, the object of the analysis, is made of 95% virgin wool and 5% polyamide, with mother-of-pearl buttons (where present). The labels used in 2022 for this item are made of polyester. All the production processes are carried out in Italy, with local suppliers based at a distance of 20-30km from the factory in Ghislarengo (VC), dedicated to Slowear knitwear. Slowear directly manages the twisting, dyeing and conditioning processes.

With regard to packaging, the primary material used is a viscose bag derived from sugar cane, while the



tag is made from FSC-certified paper. The secondary and tertiary packaging consists of a recycled plastic bag and a cardboard box.

The SLCA provides us with in-depth insight into the environmental impacts of the product and enables us to identify areas for improvement. We will continue to work to further reduce the environmental impact of Zanone Flexwool and promote more sustainable production. Our commitment is to offer high quality products that respect the environment and animal welfare, thus contributing to responsible fashion.

The conclusions of the SLCA on Zanone Flexwool indicate an overall positive trend, as there are no significant impacts, indicated in red in the Ouro color coding. More than 52% of the analysis produced positive results. The most significant impacts are associated with the raw materials used, in particular the wool, which is certified as free from mulesing procedures. The presence of a small percentage of polyamide in the yarn does not significantly impact the overall results of the analysis.

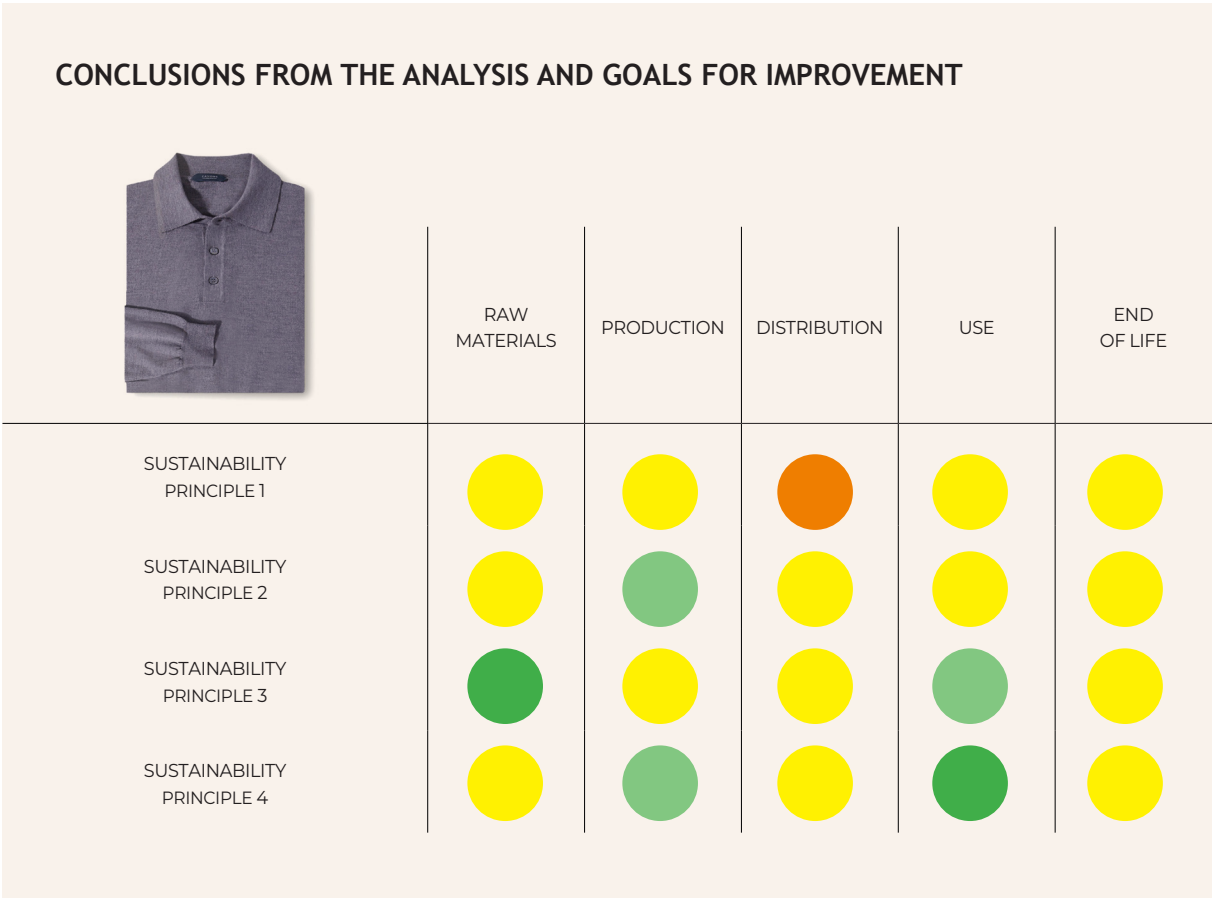


Figure 3: visual diagram of the Ouro platform. Red indicates the highest impact while green represents the lowest impact. Methodology developed by NATIVA.

With regard to secondary and tertiary packaging, consisting of paper and plastic, a certified sustainability standard has not been adopted. However, the choice to use local suppliers for the production processes is acknowledged and valued, as this helps reduce the impact of transport and supports the local economy. In addition, the dyeing process follows the ZDHC (Zero Discharge of Hazardous Chemicals) guidelines and the RTX protocol, ensuring more responsible management of the chemicals used.

In general, the SLCA highlights the positive aspects of Zanone Flexwool, such as the mulesing-free wool certification and the attention to sustainability guidelines for the dyeing process. Nevertheless,

points for improvement are identified, particularly with regard to secondary and tertiary packaging, which could be reconsidered to adopt higher sustainability standards.

We will continue our efforts to further improve the environmental impact of the product and to ensure more sustainable production, in line with the certifications and protocols recognized in the industry. Preference for local suppliers and emphasis on responsible dyeing practices will remain an integral part of our company philosophy, in order to promote responsible and conscious fashion.

INCOTEX ROYAL BATAVIA® /

Royal Batavia® fabric is exclusive to the Incotex brand and is a blend of very soft cotton with a fine elastane yarn. This results in extremely comfortable and durable pants that retain an impeccable look over time.

INCOTEX ROYAL BATAVIA® SUSTAINABILITY LIFE CYCLE ASSESSMENT FROM SS22 /

As Incotex Royal Batavia® is one of our top-selling yarns, it was the third one on which we conducted an SLCA (Sustainability Life Cycle Assessment).

The analysis was conducted using Ouro technology developed by NATIVA. The object of the analysis was a pair of Incotex Royal Batavia® pants, composed of 97% cotton and 3% elastan. The pants also include a viscose waistband, resin horn buttons and a lining made of 75% cotton and 25% polyester. The product labels are made of polyester. The fabric for the pants is Made in Italy, whereas the product is industrialized.

With regard to the primary packaging used for online sales, it is composed of FSC-certified tissue paper, a recycled polyester bag and a box made of FSC-certified cardboard.

As regards the secondary packaging, the H handbags (garment bags) are made from FSC-certified paper, the hangers are made of recycled ABS and the bag is made of 80% organic materials.

The overall trend of the SLCA conducted is positive, with more than 55% of the results showing positive impacts in terms of sustainability. However, some significant impacts emerged linked to the raw materials used in the product, which do not have reco-

gnized sustainability certifications.

Despite this, it is important to emphasize that the supplier of the raw materials has OEKO-TEX certification, which guarantees the safety of the materials used. Moreover, the dyeing process follows the ZDHC (Zero Discharge of Hazardous Chemicals) guidelines, indicating a commitment to reducing the environmental impact of the dyeing operations. Another positive aspect is the decision to work with local suppliers, which reduces the impact caused by the transport of goods.

In addition, the product packaging showed excellent sustainability characteristics. The primary packaging uses FSC-certified tissue paper and a recycled polyester bag, while the secondary packaging includes FSC-certified paper handbags, recycled ABS hangers and a bag made with 80% organic materials.

Based on the results of the SLCA, we are committed to improving the critical aspects identified, particularly with regard to the non-certified raw materials. We will try to promote the use of raw materials from sustainable sources, encouraging suppliers to obtain industry-recognized sustainability certifications. We will also continue to work on reducing the environmental impact during the dyeing process, adopting practices that are more compliant with ZDHC guidelines.

We are committed to maintaining our collaboration with local suppliers, in order to reduce the impact caused by the transport of goods and to promote the economic development of the local communities. In addition, we will explore further opportunities to improve packaging, using more sustainable materials and promoting the reduction of waste.

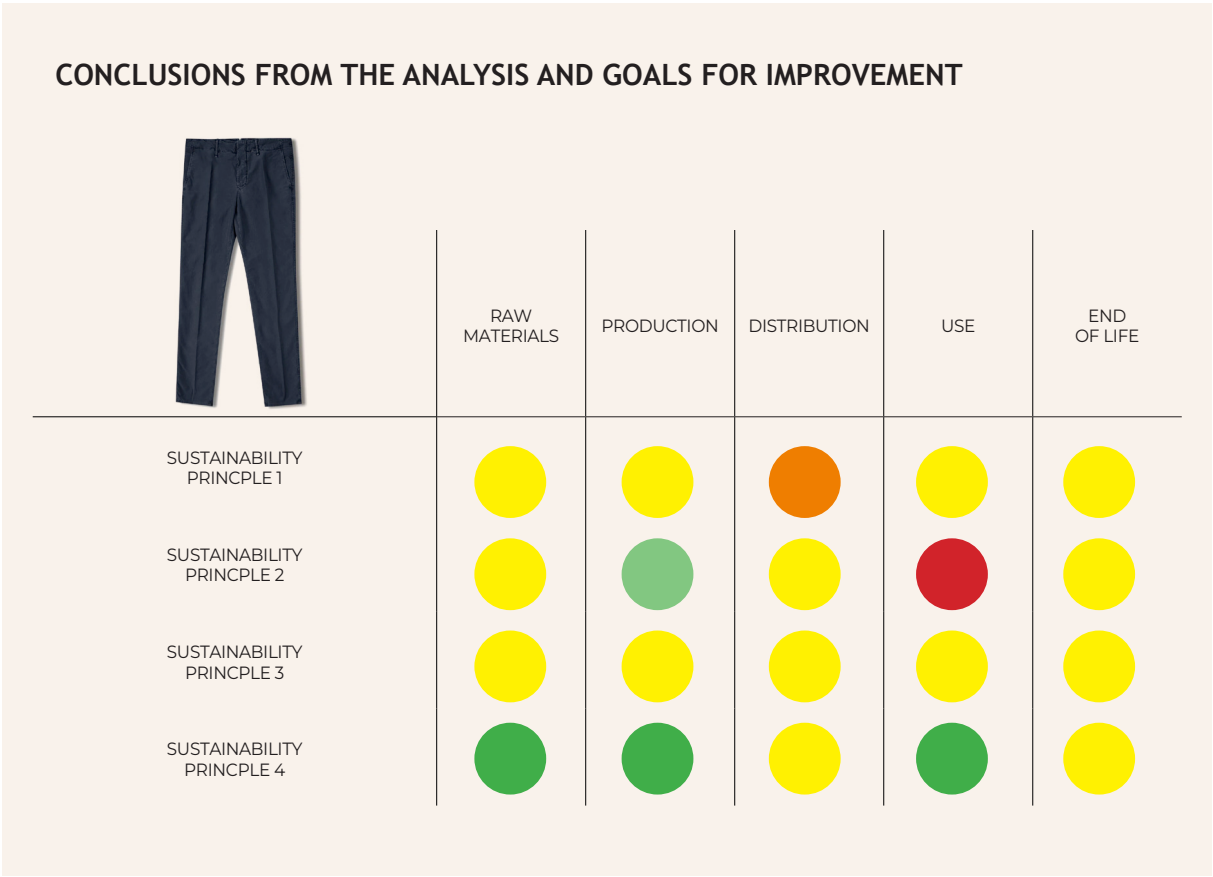


Figure 4: visual diagram of the Ouro platform. Red indicates the highest impact while green represents the lowest impact. Methodology developed by NATIVA.

EVOLUTION OF PACKAGING SUSTAINABILITY /

From 2022, Slowear adopted a sustainable approach to the packaging of its products. The clothing bags are made from Bionaylon®, a material that is recycled and recyclable. The shopping bags in the stores are made entirely of paper, including the handles, making the bag fully recyclable through waste paper bins.

Since 2020, the packaging and protective plastic bags of all products available from our retail network have been made entirely from GreenPE® - polyethylene obtained from the waste produced during the processing of sugar cane, which is also completely recyclable.

This choice allows us to reduce the environmental impact and promote sustainability by using a

raw material from a sustainable manufacturing process.

WHAT WE MEAN BY SLOWEAR AND DURABILITY OF THE GARMENTS / THE REASON WHY WE CARE ABOUT OUR NAME AND OUR PHILOSOPHY

1. Reduction of waste: the durable clothing items are made with quality materials and better construction. This means they last longer over time and withstand prolonged use. Unlike fast fashion, where garments are often made with substandard materials and cheap workmanship, durable garments reduce the amount of clothing that ends up in landfills and help reduce waste.

- 2. Less environmental impact: Rapid, low-quality clothing production requires enormous amounts of resources, such as water, energy and materials. It often involves the use of chemicals that are harmful to the environment. Durable garments, on the other hand, can be made with sustainable materials and more eco-friendly production methods, thus reducing the overall environmental impact of the fashion industry.
- 3. Better quality: Durable garments are made with attention to detail, using resilient materials and solid construction techniques. This results in garments that retain their shape, color and functionality over time.
- 4. Long-term economic value: Although durable garments may require a slightly greater initial investment, they offer long-term economic value. Since they last longer and retain their quality over time, there is no need to replace them as frequently as is the case with fast fashion. This results in long-term savings for consumers, who no longer have to continually purchase new items.

FROM PHILOSOPHY TO NUMBERS /

Slowear stores around the world revealed a statistic that confirms that our mission is consistently maintained. Of all items sold, only 0.29% were recalled due to imperfections. An even more surprising fact is that 0.36% of the recalled items were repaired by our headquarters and sent back to the customers. This demonstrates Slowear’s dedication not only to providing high-quality products, but also to ensuring customer satisfaction.

Every piece that left the stores had undergone rigorous quality checks, attesting to Slowear’s ethos of sustainability and durability. Slowear customers could therefore rely on the brand to obtain products that were not only fashionable, but also made to last.

With regard to e-commerce, the percentage of faulty items, i.e., those that actually had problems or imperfections, was only 18 items out of a total of

9,458 sales, or approximately 0.19%. This data further underlines Slowear’s commitment to producing high quality garments and minimizing possible imperfections.

SUSTAINABLE CAPSULES /

Over the course of the year, several capsules with other brands have appeared in our stores and online in order to integrate other sustainable products in our stores.

PANGAIA SCIENCE /

Slowear brings the quintessence of sustainability to its selection with a sweatshirt and pants made of organic cotton: the plant fibers are natural, renewable and biodegradable. Ninety-five percent of the water used for their production is rainwater and no pesticides were used. The garment is also treated with PPRMNT™, a plant-based treatment with peppermint oil and antibacterial properties, which preserves the freshness of the garments and reduces the need for frequent washing. They have a light, comfortable feel and a soft fit.



WRÅD PROJECT /

Slowear is launching a new collaboration with the innovative start-up WRÅD geared towards sustainability, with an approach to consumption and fashion that goes against the market trend. In a world where speed reigns supreme,

HOW WERE THESE 175 QUALITY ISSUES TASK CLOSED?

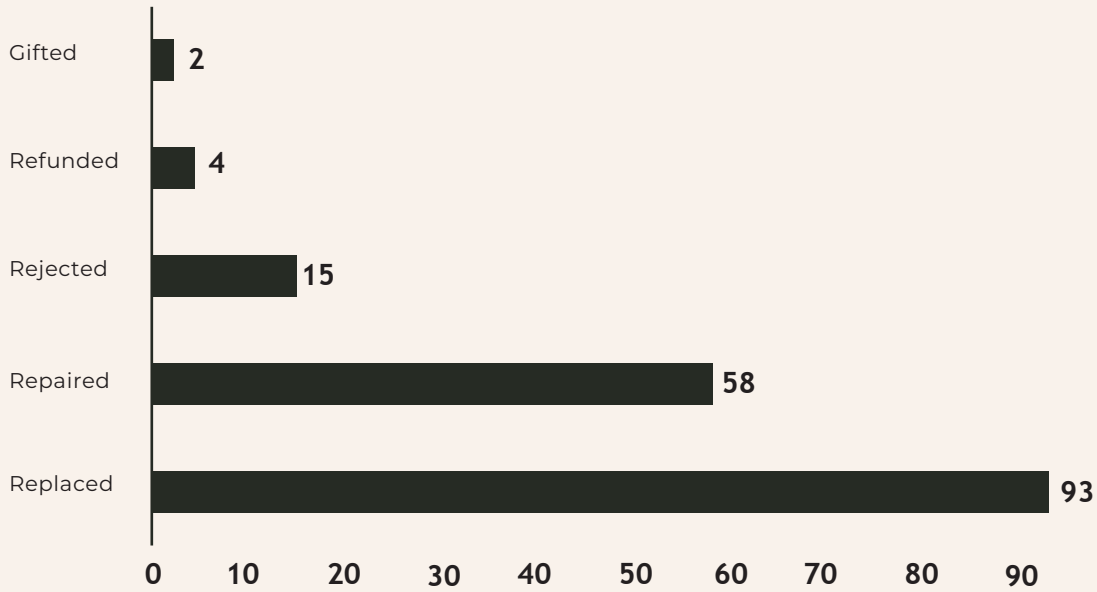


Figure 5: retail returns management.

influencing our consumption habits, among other things, Slowear and WRÅD “slow down” to re-establish a connection between fashion and nature. The WRÅD x Slowear mini-capsule collection has proposed the launch of 100 limited edition t-shirts and 20 sweatshirts, created with the necessary time schedules required by sartorial expertise and innovative printing techniques.

The t-shirts are made of GOTS-certified organic cotton and produced entirely in Italy. The sweatshirts, a result of genuine, cutting-edge textile engineering, feature original, hand-made botanical prints. This process, which involves no synthetic substances of any kind, is based on a principle of natural migration of the pigment contained in the plants, particularly the leaves. The pigment is transferred to the fabric and fixed through the use of some common metals, such as iron and copper.

COLLABORAZIONI VISUAL - RETAIL /

In 2022, with no new openings, Slowear put its sustainability concepts into practice in a new project: the renovation of the patio of the mixology bar and Slowear women’s store, Slowear18. This space was transformed thanks to collaboration with the designers from Kindof, an Italian start-up with a history going back to 1977.

The new patio features a refined selection of furnishings. The tables are made from fine Italian marble and the chairs are true pieces of artistic design. Kindof is based on the circular economy: all the materials used for the chairs and tables are recycled and, at the end of their working life, will be recycled once again to create new, completely sustainable materials.

Kindof relies on an avant-garde approach, using a single raw material for its creations: ribbed steel bars. These bars come from the melting down of

quality scrap, to avoid the extraction of new minerals. In addition, the finishing on the furniture uses non-toxic substances that cause no damage to the environment.

This collaboration was aimed not only at creating a new space, but also at raising customer’s awareness of circular design practices and the possibility of creating aesthetically pleasing environments without compromising the environment.

Slowear and Kindof have shown how fashion and design can be combined with ethics and sustainability, paving the way for new forms of collaboration that put care for the environment and the creation of durable, high-quality products at the center.

COLLABORATION WITH IULM UNIVERSITY ON FASHION PRODUCT DURABILITY: CONSUMER SURVEY AND DEVELOPMENT OF A DURABILITY INDEX FOR SLOWEAR PRODUCTS /

In addition to collaboration, we conducted an analysis on Slowear consumers’ perception regarding sustainable fashion.

Half of the sample is composed of entrepreneurs and employees, with a balanced distribution in the responses. The participants are from a wide range of countries, with a prevalence of Italians, followed by respondents from the United Kingdom, the United States, France, the Netherlands and Austria.

As regards the purchasing behavior of Slowear consumers, the data indicates that they positively evaluate durable garments that last more than 5 years, even if over a third of respondents consider a durable garment to be one that lasts between 2 and 5 years. The most frequently purchased durable items are mainly pants, shirts and sweaters. On average, participants report purchasing 8 durable items per year and value the ease of maintenance and repair of the items as indicators of durability.

The relationship between sustainability and impact on behavior shows that owning durable garments develops affection, attachment and

passion towards the product, creating a virtuous circle between consumer and product, as well as towards the brand. The average score for the impact of durable garments on behavior is high: 5 on a scale from 1 to 6. The aspects of attachment and identification with a durable garment/brand share a high level of correspondence, indicating willingness to spend more, reuse the clothes and take care of them.

The characteristics associated with the durability of Slowear products obtain high scores from respondents, with ratings of around 5. In particular, Slowear’s specific durability score is higher than the general durability score provided by participants. The materials used by Slowear are considered to be of high quality by the respondents, who also indicate an element of trust towards the company. This aspect is relevant to the company’s relationship and reputation with its customers.

Slowear’s design proves to be a strong point, above all due to the appeal that is retained over time and the fit that guarantees comfort for the customer. Durability is combined with the attractiveness of the product.

Finally, Slowear is perceived as a company that produces durable garments and that is concerned about this aspect. The consideration on the functioning of the product over time should be seen in relation to the trust already noted, with consumers willing to pay more for durable garments.

PLANNED ACTIONS FOR THE YEAR 2022	GOALS	RESULTS	TARGET FOR 2023
SLCA OURO analysis each year	To monitor the impact profile of IceCotton, Flexwool and Royal Batavia® (the main yarns sold).	Analysis performed.	To improve the impact profile and analyze Doeskin and Tricochino.
Sustainable packaging	To progressively reduce all packaging with a high environmental impact in favor of recycled and recyclable packaging.	All packaging has been replaced with recycled, recyclable or compostable materials.	To continue this process and replace plastic with compostable materials.
Increase the number of certifications	To progressively select fabrics and manufacturers with certification recognized by B Lab.	To date, we have accepted over 10 certifications.	To continually increase, with particular focus on recycled materials.
Sustainable capsules	Sustainability as a necessary condition in all external collaboration.	Collaboration with Pagaia, known for its commitment to sustainability, and with Sebago, producing a shoe for the first time with a sole made from 33% recycled and 33% natural materials.	To continue with this type of collaboration. In 2023 Sebago (with the recycled sole) and North Sails for SS24 (already B Corp).



03 /

DEVELOPMENT AND ADOPTION OF A SUSTAINABLE SUPPLY CHAIN MODEL, ENGAGING ALL SUPPLIERS IN PROCESSES TO IMPROVE THEIR SOCIAL AND ENVIRONMENTAL SUSTAINABILITY PERFORMANCE, IMPLEMENTING SELECTION PROCESSES BASED ON QUALITY, RESPECT AND COMPLIANCE WITH THE COMPANY’S CORE VALUES /

- I. Dissemination/acceptance of supplier codes of conduct
- II. Mapping suppliers along the supply chain
- III. Filling out the LIMO questionnaire with Mas Logistics to initiate sustainability changes
- IV. Calculation of Ricky transport emission impact and analysis of transport log supplier emissions
- V. Union with B Corp to gain “bargain power” with DHL

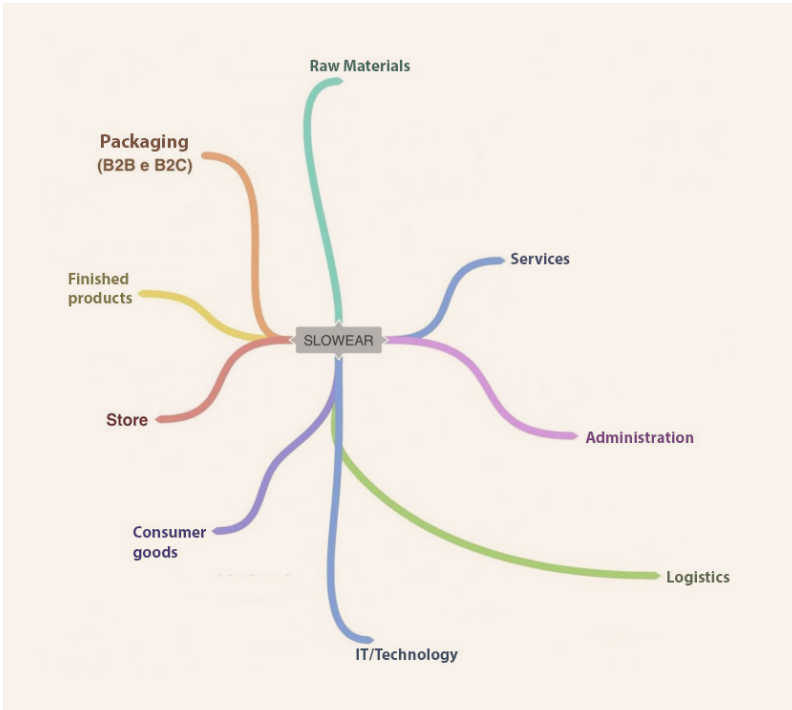
To achieve the goal of developing a sustainable supply chain, Slowear has launched a supplier mapping process, starting from the logistics phase. This mapping is mainly divided into two distinct procedures, one which involves general mapping of the supplier ecosystem and the other which is focused on mapping of the logistics network.

1. The first procedure is aimed at creating a complete map of the supply network, in order to obtain a general vision of the supply chain and existing relationships. This procedure allows us to identify potential risks and understand how to undertake sustainability engagement actions, targeting in particular suppliers most aligned with Slowear's core values.
2. The second procedure is aimed at creating the necessary organizational conditions in terms of know-how, analysis models and information infrastructure to design and optimize a logistics network, with integration of quantitative considerations on environmental and social impact. The goal is to develop a logistics network that is in line with the company's commitments to reducing environmental impact, based on a methodology that favors the co-evolution and transparency of supplier relationships.

These actions are geared towards the design of a supply chain model that allows the establishment of a new type of relationship with suppliers, centered on co-evolution and transparency. The methodology is aimed at creating a continuous improvement program for the logistics supplier

network and oriented towards generating a positive impact, in line with the company's environmental impact reduction goals.

Slowear is therefore committed to actively involving its suppliers in procedures to improve social and environmental sustainability performance, selecting partners on the basis of product quality, respect for the company's core values and compliance with its sustainability criteria. Through a shared commitment, Slowear aims to develop a sustainable supply chain that embraces the principles of social and environmental responsibility throughout the production cycle.



Methodology developed by NATIVA.

SUPPLIER MAPPING AND ANALYSIS /

To develop this analysis, a matrix was created with two-variables. The first is the supplier’s strategic relevance for Slowear (mainly the percentage of expenditure, the longevity of the relationship and the quality of the service). The second is the relevance of sustainability, which is measured on 5 points:

1.

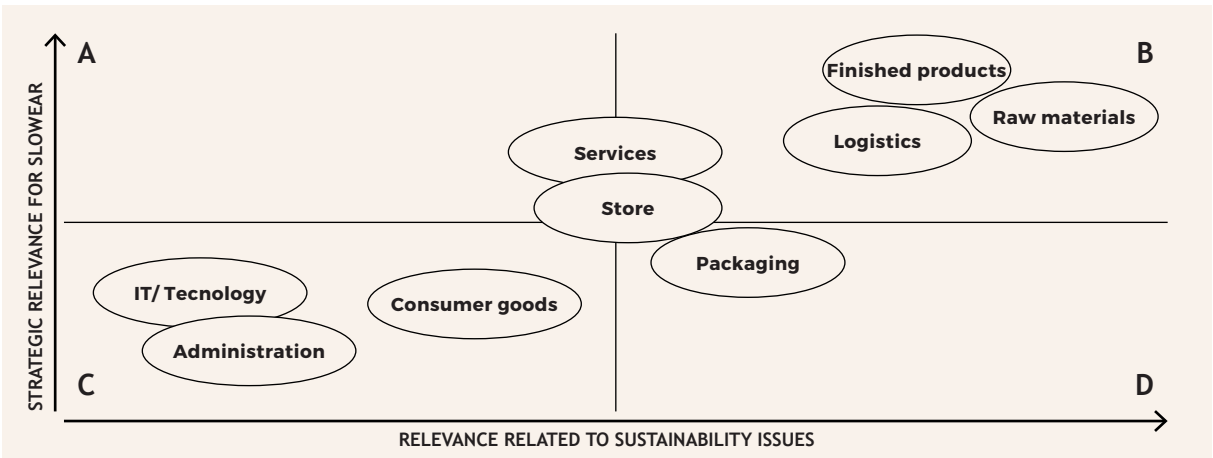
Relevance to the business: prioritize based on the relevance for business, focus on improving material/process characteristics rather than minor areas (e.g., stationery).
2.

Perimeter: direct management of the impact by Slowear, is the change generated by Slowear or is it owned by the supplier?
3.

Potential for improvement: evolutionary potential in relation to the current state.
4.

Regulation: the presence of national/international laws or directives regarding social and environmental impacts.
5.

Contextual trends: the influence on corporate strategies of external trends, such as market demands, increased consumer awareness, etc.



Methodology developed by NATIVA.

In its commitment to developing a sustainable supply chain, Slowear integrates supplier mapping and analysis with the adoption of codes of conduct. Through its mapping methodology, Slowear identifies the suppliers most aligned with the ideals of sustainability, assessing the relevance of each supplier in strategic and sustainability terms. This process allows us to understand the supply chain, identify potential risks and implement involvement actions to improve social and environmental sustainability performance.

At the same time, Slowear is committed to strictly following its own codes of conduct, including the Code of Ethics and the Internal Code of Conduct. These codes establish the standards of behavior that Slowear expects to see followed by suppliers, partners and contractors. Slowear has also implemented a Sustainable Purchasing policy, which defines clear criteria for suppliers in various areas, such as the environment, business ethics, labor and human rights, and community development.

Through the integration of supplier mapping and analysis with the adoption of codes of conduct, Slowear promotes a sustainable supply chain that embraces the values of social and environmental responsibility. The company is committed to selecting suppliers in line with these criteria and working together with them to continuously improve sustainability performance, thus contributing to building a more sustainable future for the entire fashion industry.

ADOPTION OF THE CODES /

In its continuous efforts for compliance with company standards and its ethical values, Slowear is committed to following strict environmental protection and energy efficiency criteria. Our company actively promotes the adoption of best practices by our suppliers, partners and contractors, in order to maximize operational efficiency and minimize negative externalities.

1.

In the area of business ethics, it is essential that suppliers comply with all relevant national and

international laws regarding ethical business practices. We urge them to promote procedures to prevent activities such as money laundering, fraud, corruption, conflicts of interest and data security issues.

2.

Another fundamental aspect is respect for human and labor rights. We require our suppliers to comply with all applicable laws, in accordance with the principles of the International Labor Organization, the United Nations Global Compact and the Universal Declaration of Human Rights. We categorically prohibit slavery and the use of forced, unpaid and child labor throughout our supply chain. Moreover, we prohibit all forms of discrimination and harassment in order to create a safe and inclusive work environment for all.
3.

With regard to community development, we are committed to providing our employees with a living wage that allows them to live with dignity. Furthermore, we actively collaborate with local communities to carry out specific projects aimed at improving the education and cultural, economic and social well-being of the people involved.

We recognize the value and contribution of our suppliers in our journey towards sustainability. Through the sharing of these policies and continuous dialogue, we strive to build an increasingly responsible and sustainable supply chain, working together towards a better future.

SUSTAINABLE PURCHASING POLICY /

1.

This policy is aimed at providing a shared reference model for the entire company that can define and direct Slowear’s purchasing processes, in a perspective that allows the progressive and increasing inclusion of sustainability criteria in our decision-making processes.
2.

Purchasing managers in charge of selecting suppliers are required to comply with all the rules established in Slowear’s Internal Code of Conduct in order to ensure the most appropriate choice of supplier. Through this policy, we intend to make our supply chain operations more

sustainable, in particular by ensuring:

- Compliance with the laws and regulations of the countries in which we operate.
- The highest ethical standards with regard to economic, social, ethical and environmental practices.
- Identification and moderation of the risks associated with our procurement process.
- Communication of our policies to stakeholders and creation of awareness among our suppliers.

LOGISTICS POLICY /

Slowear SpA and its affiliated companies are aware that, as a business in the fashion industry, its product production and distribution activities have a significant impact on the environment. We take seriously the ethical responsibility to address these impacts and are committed not only to monitoring them, but more importantly to implementing effective policies to reduce them.

Our responsibility is not only limited to the company itself, but also extends to all the suppliers and distributors who work with us. This logistics policy establishes the fundamental guidelines for defining the methods of transport and distribution of our products and materials within the company.

In addition, we also promote co-creation processes in collaboration with shippers, transporters and distributors in order to find more sustainable logistics solutions.

Particular attention is paid to the transport sector, as we recognize that it is a major source of CO₂ emissions and one of the main factors contributing to climate change. Our efforts are therefore aimed at measuring, avoiding and, if possible, reducing the consumption of fossil fuels and the generation of CO₂ during the transport of our products.

Through collaboration with our logistics partners, we aim to identify more sustainable alternatives, such as the use of low environmental impact

vehicles, the optimization of delivery routes and the adoption of more efficient cargo management practices. We also encourage the use of eco-friendly packaging and the use of ocean or rail transportation services whenever possible to reduce the overall environmental impact.

We understand that change requires a collective effort and we are committed to actively collaborating with our logistics partners to identify and implement solutions that reduce the environmental impact of our activities. We recognize that improving sustainability in the supply chain is a critical step towards a more responsible and environmentally friendly future.

LIMO MAS LOGISTIC /

Slowear has set itself the goal of creating a regenerative supply chain that positively contributes to improving the impact of its ecosystem. For this reason, Slowear has begun a process of mapping its logistics network and analyzing priority areas of action, based on relevant drivers in terms of environmental and social impact.

After the analysis of the logistics network, the environmental and social impacts were assessed on a pilot perimeter.

The method used is LIMO (Logistic Impact Meter zero).

The Impact Meter is a tool based on a process that allows an examination of the Slowear Logistics Network structure (warehouses) based on the standard parameters of the Benefit Impact Assessment and the Sustainable Development Goals. The Impact Meter consists of a multiple-choice or open-ended questionnaire that is filled out, with the support of Slowear and NATIVA, by the owners of each component of the network.

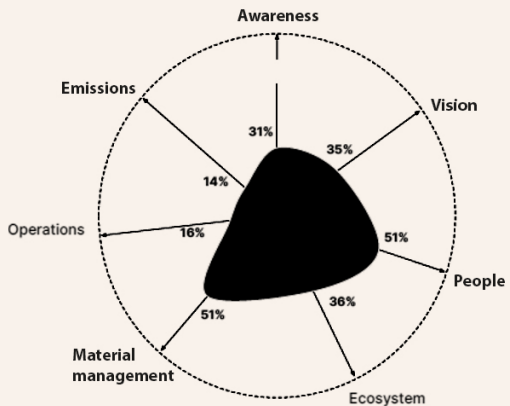
The purpose of LIMO is to highlight the strengths which MAS Logistics can leverage to evolve its impact profile and margins for improvement.

The analysis questions cover the following specific areas:

- Awareness: sensitivity towards the topic of sustainability.
- Vision: direction taken in the future with regard to the topic of sustainability.
- People: working conditions and the development of workers.
- Community: Impact on the community, data management and supplier relationships.
- Materials: generation and management of scrap and waste.
- Operations: certifications and transport management.
- Emissions: greenhouse gas emissions.

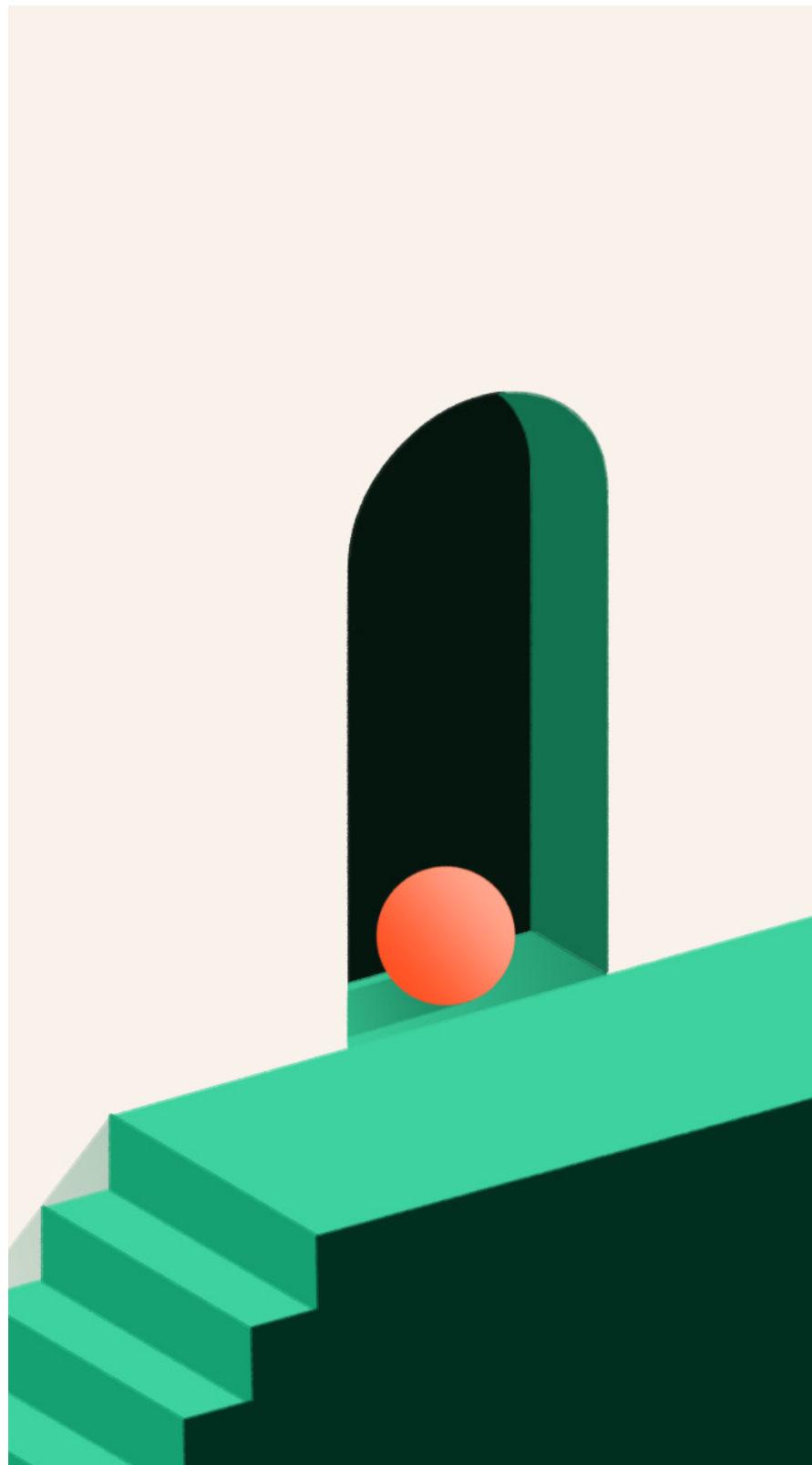
IMPACT PROFILE

MAS LOGISTICS PROFILE



** The LIMO version that will be used with MAS Logistics represents a simplified version of the LIMO tool and is considered a first step. Methodology developed by NATIVA.*

PLANNED ACTIONS FOR 2022	GOALS	RESULTS	TARGET FOR 2023
To disseminate and have suppliers accept the Codes of Ethics and Conduct	To send the code to all the company's suppliers and collaborators.	The code was sent to everyone. Collection of signatures is at 19%, while 2% have sent us their Code of Ethics and Conduct compliant with ours.	To reach 100% within 2023.
Supplier involvement and analysis of their emissions	To organize the Vendor Day to raise suppliers' awareness of sustainability issues.	Vendor day postponed to June 2023.	Confirmation of Vendor Day.



COMMITMENT TO IMPLEMENT A PROGRESSIVE EVOLUTION OF ITS BUSINESS AND OPERATIONAL MODEL TOWARDS A ZERO GREENHOUSE GAS EMISSION ECONOMY, IN LINE WITH THE EUROPEAN CLIMATE NEUTRALITY AND ITALIAN ECOLOGICAL TRANSITION OBJECTIVES /

Greenhouse gas emissions are one of the main causes of climate change, which is having an increasingly negative impact on the environment and society. The textile industry, like many other production sectors, contributes significantly to greenhouse gas emissions, both through its production process (for example, the production of fabrics and clothing) and through product transportation and distribution activities.

In this context, the commitment to achieving the goal of zero greenhouse gas emissions represents a fundamental step towards climate neutrality; the commitment to reducing greenhouse gas emissions is also in line with the European climate neutrality and Italian ecological transition objectives. The European Union is committed to achieving climate neutrality by 2050, while many countries are adopting policies to reduce greenhouse gas emissions.

Often, when calculating emissions, reference is made to scope 1, 2 and 3. These are categories used to calculate the greenhouse gas emissions of an organization or economic activity.

1. Scope 1 represents direct emissions generated by the organization's activities, such as those produced by the combustion of fossil fuels in its plants, by internal industrial processes or by management of the waste produced by the organization.
2. Scope 2 emissions are the those generated by the production of electricity purchased by the organization. In other words, they are the greenhouse gas emissions resulting from the production of the electricity consumed by the organization.
3. Scope 3 indicates indirect emissions generated by the organization's activities but outside of its boundaries. These can include, for example, emissions generated in the production of materials used by the organization, emissions from supplier or customer transportation, waste disposal activities, and so forth.

In summary, scope 1 refers to direct emissions

produced by the organization itself, scope 2 to indirect emissions associated with the production of purchased electricity and scope 3 to indirect emissions produced in all other activities related to the organization, but outside of its boundaries.

OUR SCOPE 1 AND 2 EMISSIONS /

It is a good practice to calculate only scopes 1 and 2 as these are the direct and indirect emissions that are most controllable and easily measurable by the organization. Moreover, the emissions in these two scopes are generally higher than those in scope 3, meaning that actions to reduce them can have a significant impact on the organization's total emissions.

Most greenhouse gas emission reporting programs, such as the GHG Protocol, require measurement of scopes 1 and 2, making these two emission categories more familiar and standardized than those of scope 3.

Scope 3, however, concerns indirect emissions that occur outside the organization's boundaries, such as those generated by the production of raw materials or the transportation of products and services. These emissions are often more difficult to identify and monitor, requiring collaboration and communication with suppliers, customers and other stakeholders outside the organization.

In general, the management of greenhouse gas emissions requires a holistic and collaborative approach that involves all stakeholders, from organization management to suppliers and customers. Only through shared commitment and active cooperation will it be possible to reduce the environmental impact of human activities and guarantee a sustainable future for the coming generations.

For this reason, in 2022, the first year in which Slowear began monitoring its emissions over the previous year, it was decided to focus on the first two scopes.

In 2021, the office and stores in Italy were powered

by renewable sources. Our goal is to have all stores around the world powered by renewable sources by the end of 2023.

UNFORTUNATELY, IT DIDN'T GO AS WE HOPED /

In 2022, the price of energy in the EU reached unprecedented levels. This significant increase can be attributed to several connected factors that contributed to this critical situation.

Firstly, the increase in global wholesale energy prices was a contributing factor. This trend arose already in 2021, due to the COVID-19 pandemic, which affected demand and led to a growth in international energy requirements. This phenomenon laid the foundations for a price increase that continued into 2022.

Another significant factor was the Russian invasion of Ukraine, which further aggravated the situation. Russia's unilateral decision to suspend gas supplies to some EU member states had a direct impact on the price of gas, which in turn caused a record increase in electricity prices in the EU. This event demonstrated the importance of having stable energy supplies and how they can influence the market.

In addition, adverse weather conditions contributed to the increase in energy prices. The summer heat waves of 2022 led to an increase in the energy demand for cooling, putting further pressure on energy markets. At the same time, drought reduced the supply of hydroelectricity, creating a shortage of electricity resources. This combination of increased demand and reduced supply led to rising prices.

As the EU imports a significant share of its energy, the increase in import prices from the second quarter of 2021 has had a considerable impact on the entire energy supply chain. This was reflected in both producer prices and consumer prices. In the period between December 2020 and December 2021, the import price of energy in

the Euro area more than doubled. Energy import prices are often quite volatile, but they do not normally vary by more than 30% in a year.

This posed a significant challenge for the European Union, as well as for all consumers (from families to small or large businesses), and for this reason we were unable to change to a renewable energy supplier in 2022.

Despite this, in 2022 there was a decrease in emissions from stationary sources, i.e., the use of stationary gas from the network. In the Slowear premises, consumption reduction strategies have been implemented, regulating the switching on and off of heating based on time slots and the different rooms used. This system has enabled us to reduce natural gas emissions by 30%, the equivalent of 62.09 tons of CO₂e.

In 2022, our offices and shops in Italy (66% of the total) were powered by renewable sources. Compared to 2021, an increase in emissions was seen due to the absence of the days of closure imposed on all businesses in the previous years due to the pandemic. We are therefore considering the emissions for 2022 as "year 0", a personal benchmark.

The same cannot be said of mobile sources as the car fleet saw much more movement in 2022 compared to the previous year, where there were still closures due to COVID-19 at the beginning of the year. The same applies to product shipments, with the resumption of full production in 2022. Furthermore, a change has also been made in the calculation of emissions, using a more specific emissions factor in 2022 for all the countries where we operate.

OFFSETTING OF SCOPE 1 AND 2 EMISSIONS /

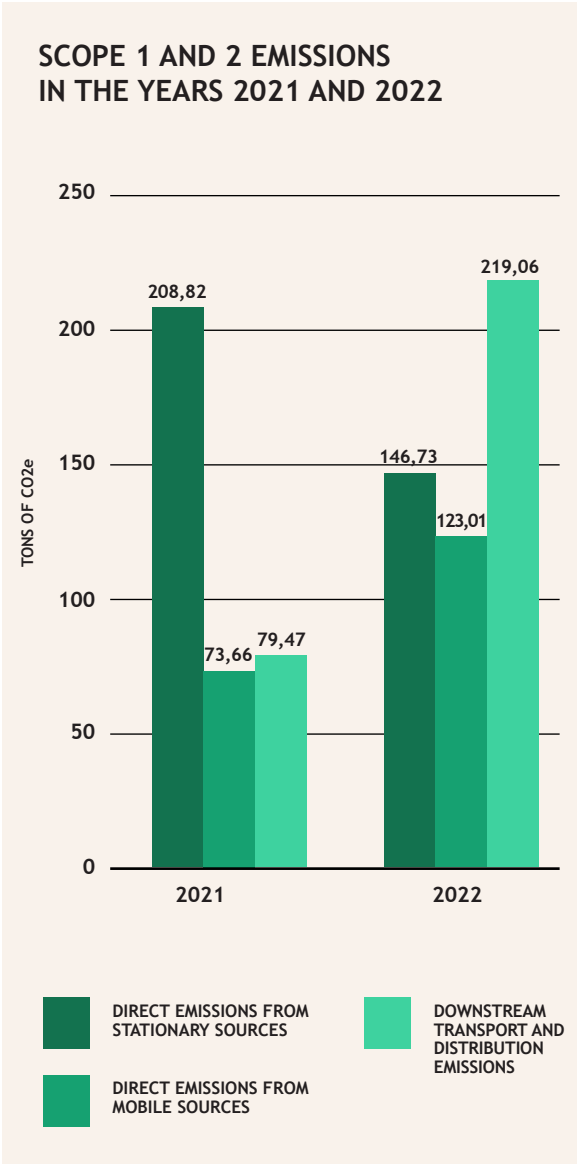
Offsetting of greenhouse gas emissions is a practice adopted by Slowear, consisting in purchasing carbon credits from certified emission reduction projects outside of the organization,

in order to compensate for the direct emissions produced by the company. However, Slowear understands that offsetting cannot be considered the only solution to reduce the environmental impact of its activities.

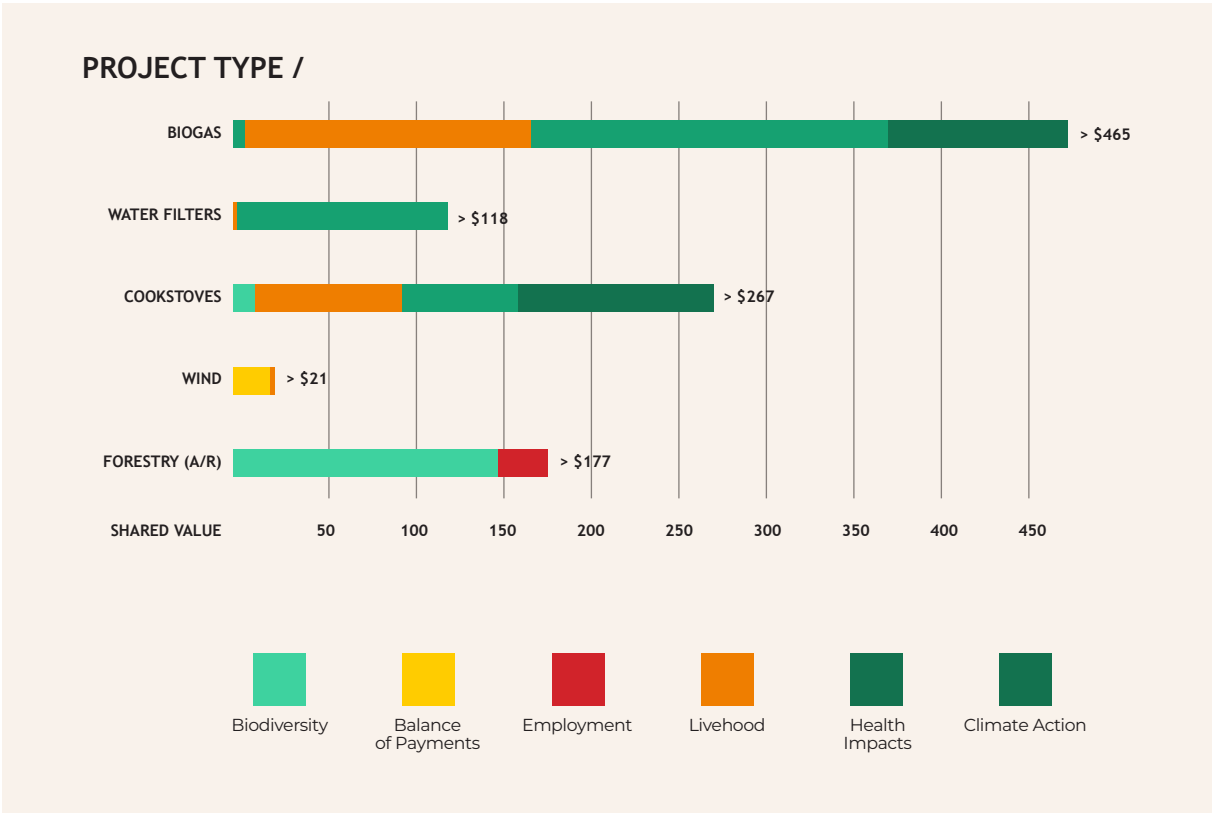
The company takes a holistic approach to reducing emissions, which includes both offsetting and the direct reduction of emissions. Slowear is committed to adopting sustainable practices in all phases of its business, including sourcing, manufacturing, distribution and waste management. The goal is to minimize the overall environmental impact and promote sustainability.

In its offsetting process, Slowear selects carbon offset projects that are transparent and reliable. The company relies on Gold Standard certification* with support from NATIVA. This certification guarantees an effective reduction of emissions and the sustainability of the project. Slowear is committed to selecting projects consistent with its values and priorities, and ensures that they are subject to audit and verification by an independent body.

Additionally, Slowear announced that it has offset 362 tons of CO₂ through Gold Standard certified projects. This demonstrates the company's commitment to offsetting its emissions and contributing to the fight against climate change in accordance with high standards of quality and integrity.



* Gold Standard was established in 2003 by WWF and other international NGOs to ensure projects that reduced carbon emissions featured the highest levels of environmental integrity and also contributed to sustainable development.



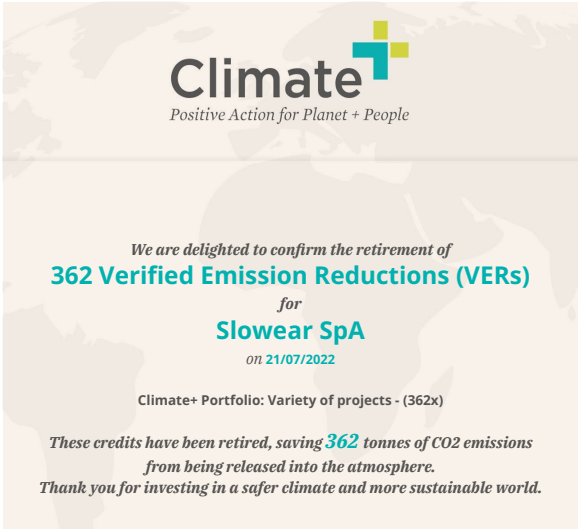
CO2ALITION PROJECT /

It is now beyond dispute that atmospheric concentrations of CO₂ and other main greenhouse gases are causing climate change with potentially catastrophic potential for the planet and our species. Scientific consensus indicates human activity as the main cause of these upheavals, while experts in all forums point out the urgency of synergistic action by all social partners as an essential factor to limiting the effects of climate change.

The European Union has assumed the role of global leader in this field by setting the goal, with the European Green Deal and the first European Climate Law, of achieving climate neutrality by 2050 and limiting global warming to a 1.5°C increase from the pre-industrial level, thereby favoring the achievement of the Paris Agreement objectives set during COP21 in 2015.

Fulfilment of the community's objectives, however, requires the creation of a drive towards innovation

and action that can engage the majority of companies in the research, development and implementation of new operational and business models designed in conformity with the European climate neutrality objectives.



Gold Standard certificate.

With the recent integration of environmental protection into its Constitution (Articles 9 and 41), Italy has made a formal commitment to contributing to this vital objective and can, in turn, assume a leadership position with regard to various sustainability indicators, encouraging other European countries and the whole world to make their own contribution.

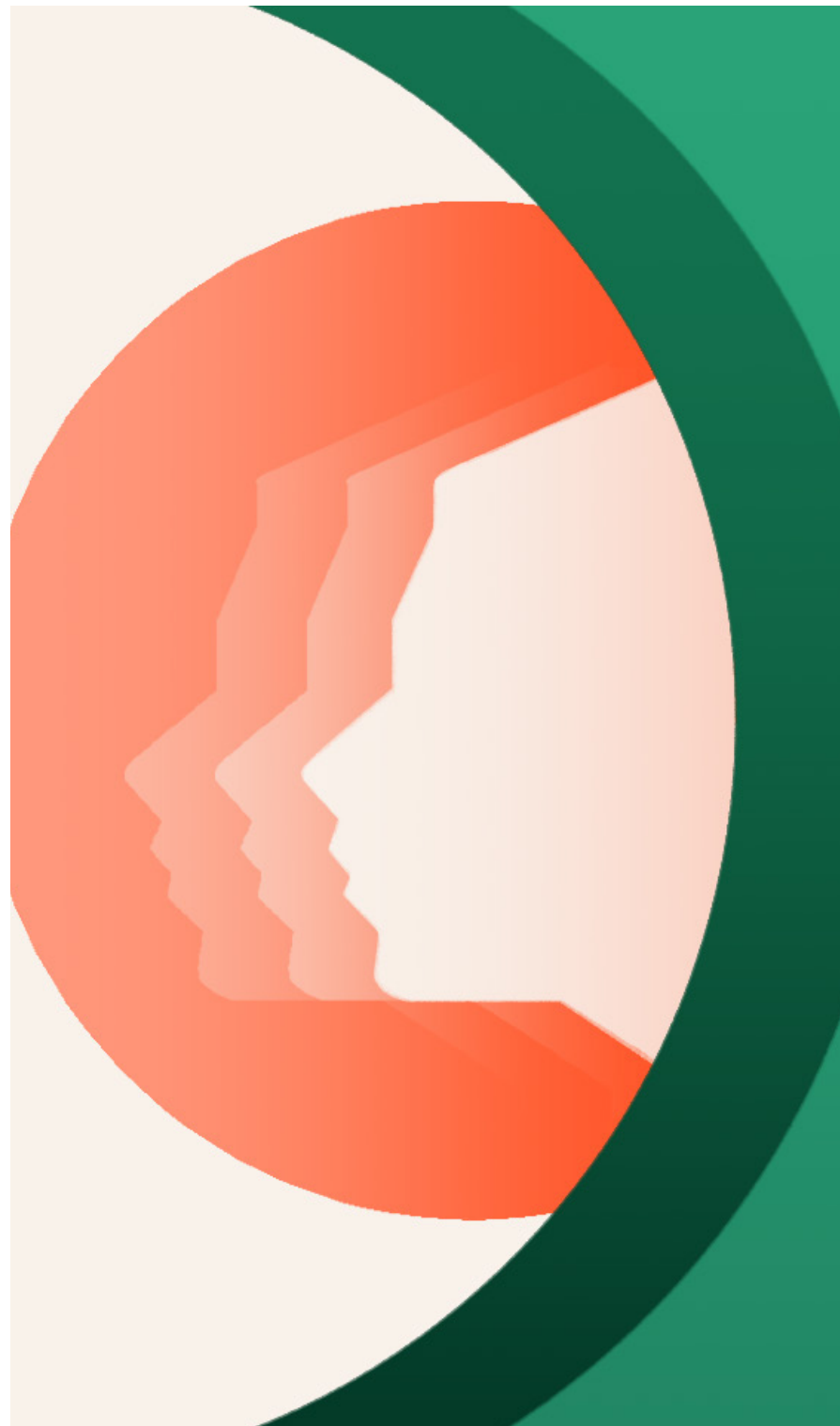
Experts highlight the urgent need for social partners to act in synergy as a decisive factor in limiting the effects of climate change. This will lead, over the coming decades, to a radical evolution in our habits and a clear shift from current production and consumption models to a model that eliminates our contribution to the climate crisis. Implementation of this will require - first and foremost - an assumption of responsibility by companies and their commitment to annually and transparently report actions and policies adopted to protect the climate.

Slowear is committed to implementing a progressive evolution of its business and operational model towards a net-zero emissions economy, in line with the European climate neutrality and Italian ecological transition objectives.

This objective has been integrated into the bylaws so as to become a genuine purpose of the company - in addition to that of generating profits - protected over time - even in the event of capital increases and changes in management, generational transitions or listing on the stock exchange.

Slowear is part of the Co2alizione initiative, promoted by the Foundation for Sustainable Development and NATIVA, aimed at accelerating the transition of companies towards climate neutrality, assisting them in a process of evolution and sharing of strategies and good practices, and helping them remain updated on the best available solutions and technologies.

PLANNED ACTIONS FOR 2022	GOALS	RESULTS	TARGET FOR 2023
Scope 1 emissions: savings in natural gas	Decrease T/cCO ₂ e.	We are proceeding to implement reduction actions.	Continue with current actions.
Scope 2 emissions: reduction of energy consumption by our headquarters and the stores	Decrease T/cCO ₂ e. Assess the impact of all employees.	Savings policies implemented.	To have all our energy from renewable sources.
Scope 3 emissions: use biofuels (DHL project)	Start assessment process for scope 3.	Starting in 2023	To present the first results.



COMMITMENT TO VALUING THE PEOPLE WHO WORK IN THE COMPANY, RECOGNIZING THE VALUE OF DIVERSITY, THROUGH DEDICATED TRAINING AND PROFESSIONAL GROWTH COURSES, AND THROUGH THE PROMOTION OF INITIATIVES THAT ALLOW GREATER WELL-BEING, A BALANCE BETWEEN PROFESSIONAL AND PRIVATE LIFE, AND SAFETY IN THE WORKPLACE /

At Slowear, we recognize the value of people and promote an inclusive work environment, dedicated to the enhancement of diversity. We believe that the success of our business depends on the relationship we establish with our customers, and this is achieved through the involvement of the people who represent us, both in our physical stores and in our online customer service. Each member of our team, as well as the people in the companies we work with, is a fundamental part of Slowear, and we are committed to protecting and respecting each one of them.

EMPLOYEES /

At Slowear, sustainability means ensuring the well-being of those who work for us, offering opportunities for professional growth and providing initiatives to improve their work-life balance, as well as safety in the workplace. Each worker is protected by the legislation in force and by specifically developed internal regulations. One of these tools is the Employee Handbook, which establishes the rights, duties and safeguards provided by the company to improve the quality of life of each employee.

EMPLOYEE SATISFACTION 2022 /

The importance of measuring employee satisfaction annually and establishing goals for improvement from year to year is essential to Slowear for several reasons. First of all, this practice helps retain employees, identifying areas of dissatisfaction and promoting measures to improve their level of satisfaction. It also helps increase productivity and the quality of work, as satisfied employees tend to be more motivated and engaged. The assessment of employee satisfaction also helps improve the corporate climate, addressing tensions and creating a positive and collaborative work environment. Finally, this practice can attract new talent and contribute to the long-term success of the company. In summary, measuring employee satisfaction and establishing goals for improvement is essential to maintaining a healthy, stimulating and successful work environment.

RESULTS /

According to data collected through a questionnaire given to Slowear employees, the majority of employees consider their work significant (81.3%) and challenging (86%). They are also proud to work for the company (87.8%). However, the atmosphere in the company is rated less positively, with 47.7% of the people perceiving a harmonious atmosphere and 22.5% who do not.

Most employees are committed to the company's growth (92.5%) and have no intention of seeking employment elsewhere (39.2%). However, the balance between work and leisure time is assessed negatively (only 35% manage it successfully). The flexible working hours are considered sufficient by only 43% of employees. A good number of employees feel stressed (53.2%) and do not consider the compensation sufficient (41%).

Most employees find company training useful (63.6%) and believe that the assigned activities allow professional growth (55.1%). The clarity of the goals set by management is assessed neutrally (38.4%).

A SCORE OF 5 IS SHOWN IN GREEN WHILE A SCORE OF 1 SHOWN IN RED

1	2	3	4	5	6
How significant do you think your work is?	You are proud to work for Slowear?	How likely are you to seek other employment?	Do you find the training courses useful?	Do the executives set goals clearly?	At work I can talk freely about problems and more difficult issues
How demanding is your job?	In our company there is a positive and harmonious atmosphere	Do you think your salary is appropriate?	At work it is important to be proactive and responsible	The managers are open to new ideas	How important is your opinion of the work you do to your colleagues?
Do you manage to balance work and leisure time?	Do you willingly make efforts for the growth of the company?	How often do the activities assigned to you by your supervisor allow you to grow professionally?	When someone makes a mistake, is the prevailing question "who did it?" or "how can we prevent this error from being repeated?"	Your contacts are open to involving you in the decision-making process	There is an excellent exchange of information between colleagues
Are working hours sufficiently flexible?					There is an excellent exchange of information between employees and employer
In a typical week, how often do you feel stressed?					The company's strategic development plans are always communicated

DIVERSITY /

We recognize and value diversity within our team. We have a balanced gender footprint, with 37% male and 63% female. In addition, we promote age diversity, with 15% of our employees under the age of 30, 57% between the ages of 30 and 50, and 28% over the age of 50.

ANALYSIS OF DIVERSITY AND INCLUSION FOR ORGANIZATIONAL IMPROVEMENT /

The objective of this questionnaire is to collect information on the subjective perception of individuals within the organization. The survey has several aims that contribute to outlining a complete framework for the development of improvement strategies.

Firstly, the questionnaire provides a measurement benchmark that allows us to set specific goals aimed at enhancing employee well-being at Slowear.

Through a questionnaire with a total of 20 questions, we examine four topics: diversity and inclusion, combating discrimination, promoting an inclusive environment and promoting equity.

Through careful study of these topics, Slowear is committed to strengthening its corporate culture, by creating a work environment that values diversity and promotes inclusion. The ultimate goal is to promote a respectful and collaborative work environment, in which every employee feels valued and has equal opportunities for professional growth.

QUESTIONNAIRE RESULTS /

The company scored fairly well in regard to the diversity and inclusion of the corporate population. Thirty-nine point six percent of people believe that the company is committed to encouraging diversity, whereas 28.1% have a contrary opinion. The population feels relatively confident in expressing their identity without judgment, but there are still 28.1% who do not feel comfortable. Most people believe that the company respects and appreciates every-

one regardless of their culture and origin. However, there is room for improvement in the commitment of managers to actively implementing diversity.

In the fight against discrimination, most of the population believes that the company does not tolerate racist, sexist and discriminatory jokes at all. However, it is important to improve employee awareness of discrimination reporting procedures. The company is committed to implementing strict anti-discrimination policies, but work is needed on training and communication in this area.

With regard to an inclusive environment, Slowear is committed to meeting the needs of people with disabilities, and the majority of employees believe that workers of different ages are treated equally.

There is a strong sense of belonging to the company; however, there are still some aspects to improve. Many employees feel that not everyone has the same opportunities for professional growth and that candidates are not sufficiently encouraged to apply for higher positions. In addition, not all employees are convinced that candidates with different professional experiences are treated fairly in internal selection processes.

In general, the company is making efforts to promote diversity, inclusion and equity, but there are still challenges to face and improvements to be made to create a truly inclusive work environment for all employees.

A SCORE OF 5 IS SHOWN IN GREEN WHILE A SCORE OF 1 SHOWN IN RED

DIVERSITY AND INCLUSION	COMBATING DISCRIMINATION	PROMOTION OF AN INCLUSIVE ENVIRONMENT	PROMOTION OF EQUITY
The company is committed to encouraging employee diversity	Racist, sexist and/or discriminatory jokes are not tolerated in the company	The company is committed to meeting the needs of employees with disabilities	In the company, all employees have the same opportunities to grow professionally
At work, all employees can be themselves without fear of being judged	In the company, everyone knows how and where to report any cases of discrimination	In the company, employees of different ages are considered in the same manner	All employees are encouraged to apply for higher positions
The company respects and appreciates people of all cultures and origins	The company implements strict policies against any act of discrimination	I feel a strong sense of belonging to the company	Employees with different professional experiences are treated fairly in internal selection processes
The company managers actively promote diversity	The managers treat all employees fairly and correctly		The company is actively committed to ensuring that there is fairness among all employees

INTERNAL REPORTS /

Following the collection of responses to the satisfaction questionnaire, in which employees took part, the company recognized the importance of constantly improving the work environment. The questionnaire results highlighted a widespread desire for continuous improvement, and the company has decided to address this need by creating a space for sharing suggestions, ideas and observations anonymously.

The main goal of this initiative is to improve the environment and organizational well-being, as well as to promote greater employee participation in business decisions. To help employees express their ideas, suggestions and observations, a link has been created through which messages can be sent anonymously.

The company is committed to receiving and carefully assessing all the messages received, viewing this initiative as an opportunity for listening and improvement. Any concrete actions that may be necessary will be implemented and subsequently shared with all employees. To ensure a continuous process of collecting ideas, suggestions and observations, the company is committed to periodically re-assessing this method. It is essential to create a climate of trust and openness, in which everyone feels free to share their ideas, thus contributing to the progress and growth of Slowear as a whole.

TRAINING /

To ensure employee satisfaction, we have implemented a number of initiatives, including several training courses that are not strictly related to work, but aimed at personal and professional growth.

- 1. We have developed circular projects in collaboration with Claudia Gaudiello, a specialist in this field.
- 2. A meeting has been organized to discuss diversity and inclusion with Matteo Ward, a well-known entrepreneur and activist recognized throughout Italy and internationally.
- 3. We have carried out training on feedback management.

The goal is to create a process that can be cultivated through annual meetings.

SUSTAINABILITY WORKSHOP /

During 2022, Slowear organized the “Sustainability with Claudia Gaudiello” training course, which was carried out in two parts, one in April and one in September, with the inclusion of interactive workshops.

The training was preceded by a survey on awareness of issues related to sustainability. The aim was to understand the degree of sustainability of each individual lifestyle and to assess the degree of sustainability of Slowear as a company, as well as the importance that companies in general should give to sustainability. The training program was set up based on the results of the survey.

Several key issues were addressed during the training. The total emissions created by human activities in 2019, measured in tons of CO₂, were initially presented, and the amount of waste each of us generates and the food we waste each year was discussed. In addition, the impacts of fashion in relation to slavery were examined and sustainability concepts were introduced, including SDGs (Sustainable Development Goals) and ESG (Environmental, Social and Governance).

Particular focus was given to Slowear, describing the company’s orientation towards creating a purpose-driven business and its objectives in becoming a B Corp. The importance of the B Corp movement was explained and mention was made of other companies seeking to obtain this certification.

In the second meeting, emphasis was placed on the impact of fashion, analyzing the life cycle of clothing and the emissions created during production processes, as well as the pollution of water resources. The differences between a linear economy, a recycling economy and a circular economy were explained. An in-depth study was dedicated to the circular economy, with a mention of the Ellen MacArthur Foundation and its principles of circular fashion: “Eliminate waste and pollution, circulate products and materials, regenerate nature”.

At the end of this training, the employees were all divided into groups belonging to different departmen-

ts and were assigned to present examples of start-ups that could be integrated into Slowear based on the sustainability principles of the Ellen MacArthur Foundation. The projects were then presented to all the staff and possible ways to implement them were discussed.

DIVERSITY & INCLUSION TRAINING 2022 /

The diversity and inclusion training program developed by Matteo Ward (who, through our funding of his course, was able to provide free training in schools) was aimed at inspiring and guiding the team to integrate diversity in their life and work in order to promote individual and corporate growth. The course involved several meetings focused on key issues, including an introduction to diversity and inclusion, the identikit of inclusive leaders, the balancing of prejudices and the transition from acceptance to inclusion.

The main results of the course included three face-to-face sessions, of one and a half hours each, with two meetings in Mira and one in Milan, and two digital sessions, recorded in Italian and English, for the Slowear team who had not participated in the face-to-face sessions. The audience numbered 80 people in Mira, divided into two groups, 20 people in Milan, and the Slowear team connected digitally.

During the course, they looked at hidden prejudices, the five types of discrimination at work, how they are manifested and the negative impact they can have. In addition, it was emphasized that even a few people with prejudices can cause significant harm. The journey of personal growth towards diversity and inclusion was highlighted through the importance of balancing prejudices, accepting diversity and being willing to change.

A workshop was then organized to help understand the characteristics of an inclusive leader and the importance of treating others as they would like to be treated. The goal was to create a respectful and inclusive work environment in which each individual felt valued and accepted.

Slowear's diversity and inclusion training program

provided tools and knowledge to promote diversity, inclusion and personal growth, with the aim of creating a fair and respectful work environment.

FEEDBACK MANAGEMENT /

In 2022, we organized a training course for the entire Slowear company population on feedback management, called Course C.5-4. The total duration of the course was 20 hours.

The course focused on the quality of communication within the organization, emphasizing the importance of feedback as a tool to facilitate efficient processes and shared decisions. The main goal was to improve the quality of communication, developing specific skills regarding the use of feedback and highlighting the characteristics that favor connection with employees.

During the course, the following topics were addressed:

1. Definition and purposes of feedback.
2. Attitudes and the two-way nature of feedback.
3. Conditions of effectiveness and verification of the impacts of feedback.
4. The strengths of constructive feedback.
5. The main critical issues regarding feedback.
6. Observation errors and resolution strategies in feedback.

The modular approach of the course was aimed at developing the C.5 skill of self-reflection and continuous learning. This training enabled the participants to acquire greater awareness in the management of communication interactions, both vertically and horizontally, thus improving communication skills within the company.

The course was also aimed at enhancing the quality of feedback from interviews and meetings at both group and individual levels. This facilitated better collaboration with "internal clients", reducing clashes and optimizing the management of common activities.

Overall, the course provided participants with the necessary tools and knowledge to use feedback consciously and constructively, in order to close the

communication loop positively and facilitate more effective and collaborative communication within the company.

SLOWEAR HUB - THE NEW ACADEMY PLATFORM /

SLOWEAR HUB IS MUCH MORE THAN JUST A SHARING SPACE: IT IS A NEW AND IMPORTANT INVESTMENT FOR THE COMPANY.

Its main purpose is to create engagement among employees, providing them with tools and resources for training and professional development.

One of the key features of SLOWEAR HUB is its improved layout, offering an intuitive and easy-to-navigate platform. In addition, the portal is designed to be accessible through mobile devices, allowing employees to access training content and resources at any time, wherever they may be.

Gamification is another vital aspect of SLOWEAR HUB. Through elements of game playing, such as point scoring, badges and rankings, healthy competition is encouraged among employees, stimulating their commitment and motivation regarding the training process.

The SLOWEAR HUB also offers the possibility of accessing selected content by category. This allows employees to select and benefit from specific training material based on their needs and interests. For example, they can access training modules on product innovations, sustainability and other topics that are introduced for the first time within the company.

Another valuable feature of the portal is the course on the company's history and philosophy. The course is particularly useful for new arrivals, as it gives them a complete overview of the company's history and core values, thus facilitating their integration and understanding of the business context.

In addition to training, the SLOWEAR HUB also provides a file with all company policies. This allows the entire company population to quickly and easily access

the company's internal policies and regulations, promoting the transparency and alignment of company practices.

The purpose of modernizing the training software through SLOWEAR HUB is to help employees learn and absorb new knowledge in a creative and interactive way. The platform is an important tool for the professional development of employees, improving their skills and allowing them to keep up with the latest trends and innovations in the industry.

As the platform is designed for better involvement with the entire company population, from HQ to retail and all branch offices, quarterly update newsletters are sent through the HUB regarding all departments.

In summary, the SLOWEAR HUB is a new and powerful corporate training tool, offering a wide range of resources, content and learning opportunities to support the professional growth of employees and promote a cohesive and cutting-edge corporate culture.

COMMUNITY /

Our commitment to people also extends to the communities in which we operate, locally and further afield. We periodically support activities and donations aimed at supporting these realities, carefully selecting beneficiaries and tracing the effectiveness of our initiatives through well-defined internal guidelines. We want to ensure that the help we offer actually reaches those in need.

For example, in 2022 we collected donations and gave them to the Casa Nostra family home in Dolo (Venice).

B CORP AMBASSADOR /

THE ROLE OF B CORP AMBASSADOR IS FUNDAMENTAL TO PROMOTING SUSTAINABILITY WITHIN THE COMPANY.

The B Corp Ambassadors are a group of people from different departments who actively collaborate to promote a sustainable approach in all activities. Each of them brings with them a wealth of different knowledge and skills, which enrich the discussion table and stimulate the creation of sustainable goals.

The main objective of the task force is to instill Slowear with sustainability in a tangible and concrete way. Each member of the group is committed to carefully analyzing their department and identifying “simple” solutions that can be implemented to reduce the environmental impact. For example, we could work together to eliminate the use of plastic in the company or encourage sustainable energy, educating everyone to pull out plugs and turn off the lights when not needed.

PLANNED ACTIONS FOR 2022	GOALS	RESULTS	TARGET FOR 2023
Employee satisfaction improvement	To launch an employee satisfaction survey to understand the state of employee well-being in the company.	Survey launched in 2022, and results collected and analyzed for corrective actions.	To proceed with corrective actions.
To instill principles of inclusion in the business community	To conduct at least two training courses.	Two training courses with exercises were carried out together with Matteo Ward.	To continue with vertical surveys on critical issues in the community.

06 /



THE ROAD TO B CORP CERTIFICATION. WHAT WE HAVE DONE AND WHAT WE ARE COMMITTED TO DOING TO REACH THE GOAL /

THE PATH TOWARDS B CORP
CERTIFICATION, FROM 2021 TO DATE /

Our starting score in 2021 was 47.2 points and in the space of two years we have made significant progress, reaching 81.9 points at the end of 2023. Below is the progress of our impact profile, based on the BIA score.

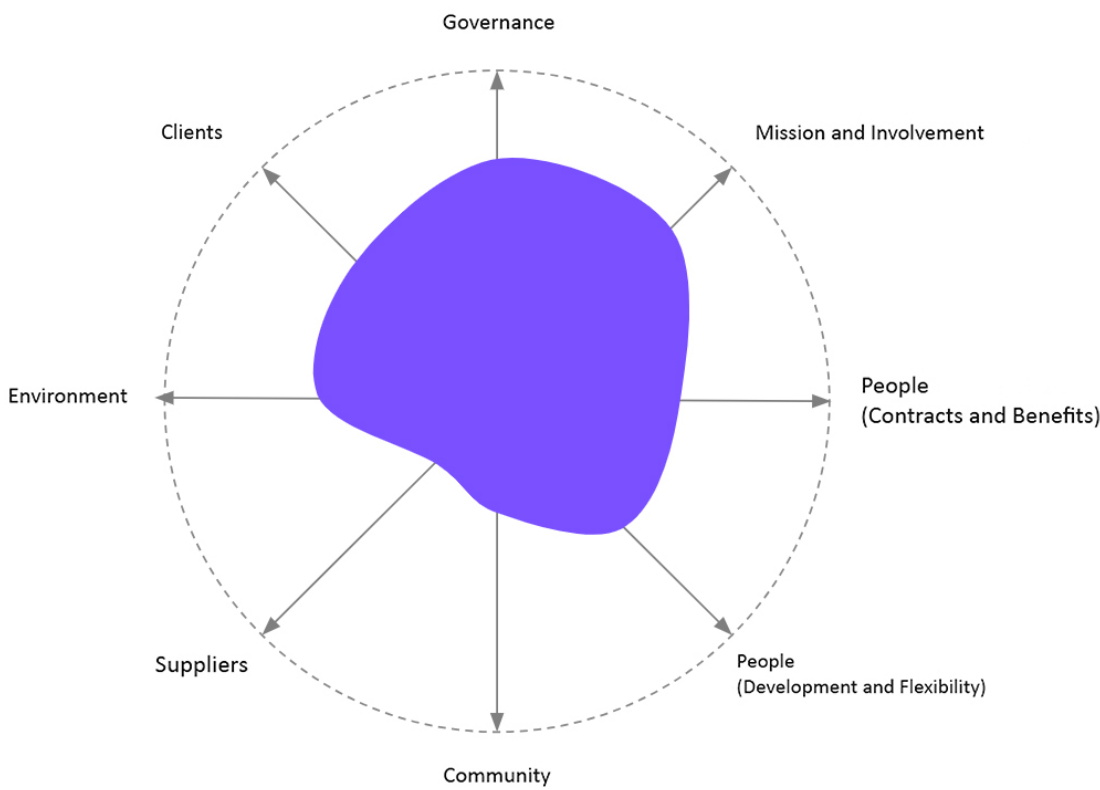


Figure 2: score in 2023, totaling 81.9 points.



Figure 1: score in 2021, totaling 47.2 points.

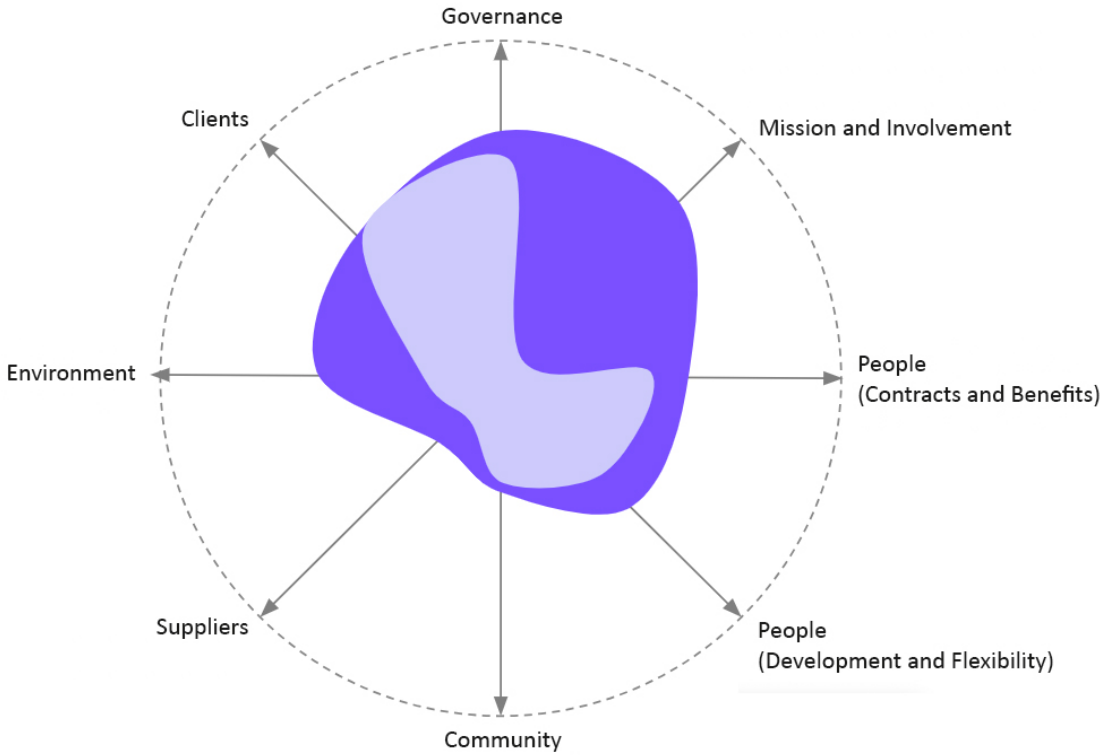
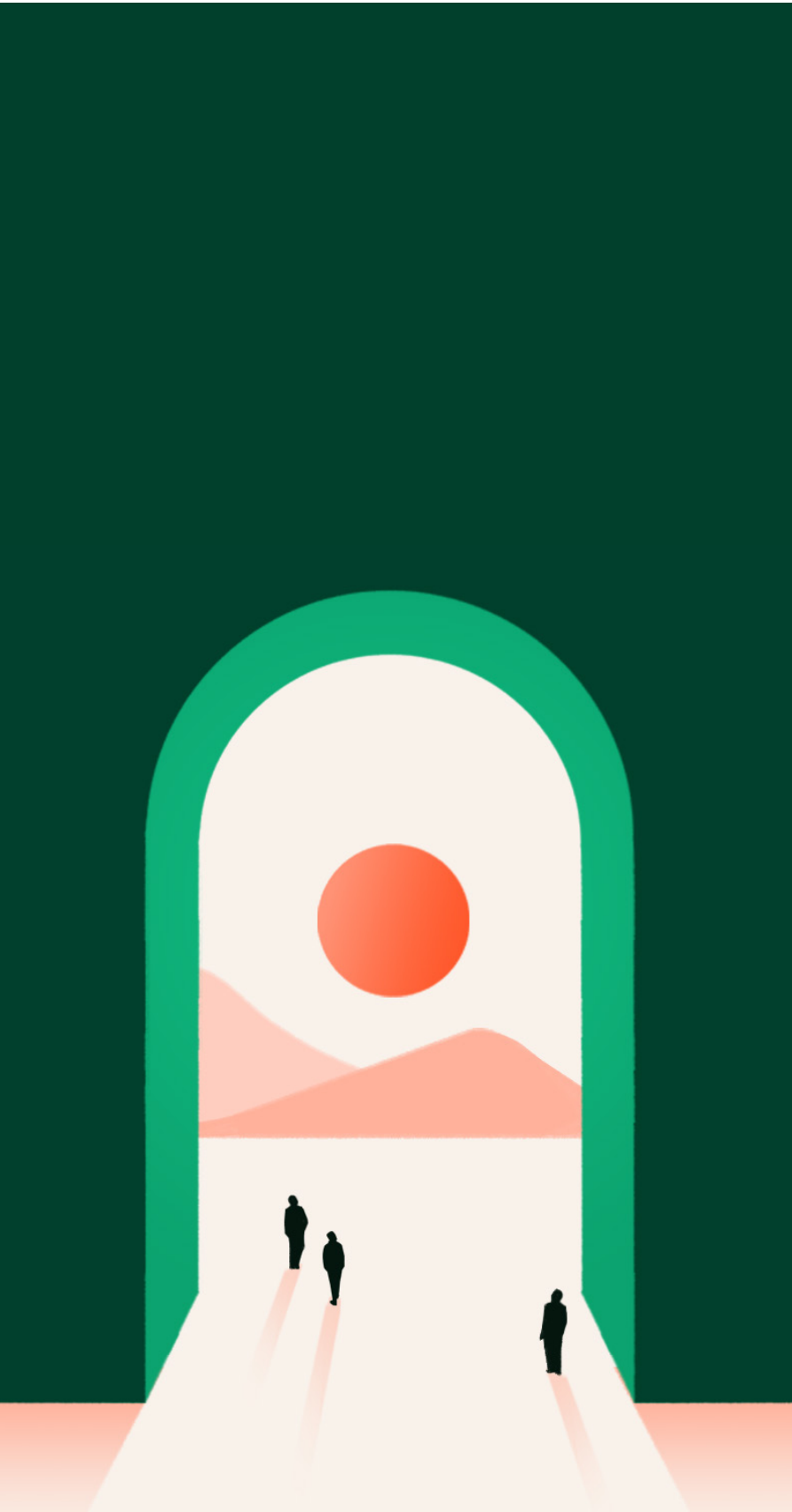


Figure 3: overlapping scores (the score for 2021 in lilac and that for 2023 in purple).

APPENDIX /



SLOWEAR IS COMMITTED TO OBTAINING PRODUCTS FROM SUPPLIERS WHO CERTIFY THE RAW MATERIALS AND/OR TREATMENTS THEY USE DURING PRODUCTION /

CERTIFICATIONS FOR OUR SUPPLIERS’
TREATMENTS INCLUDE /

OEKO-TEX

OEKO-TEX Standard 100 is an independent and internationally uniform testing and certification system for raw materials, semi-finished and finished products in the textile industry. The certification guarantees the non-toxicity of the product and all its components and covers the entire production chain. It is an important source of assurance for the customer and further validates the quality of the product.

ZDHC

Zero Discharge of Hazardous Chemicals (ZDHC) is a program based on the principles of transparency and textile chemical management according to an integrated prevention and precaution approach. The purposes of this program are to eliminate or replace the most hazardous chemicals and to develop effective tools for more sustainable management of those that cannot be eliminated. It thus provides a measure of protection for customers, workers and for everyone in general.

OCS

The Organic Content Standard (OCS) is an international, voluntary standard for certified organic input. The aim of the SCO is to increase organic agricultural production by accepting only material from certified organic farms.

FSC

The Forest Stewardship Council® is an independent, international non-profit organization founded in 1993 to promote responsible forest management worldwide. FSC certification confirms that products come from forests that are managed so as to preserve natural ecosystems and promote the

BCI - BETTER COTTON INITIATIVE

The Better Cotton Initiative (BCI) is a non-profit, multi-stakeholder governance group that promotes better standards in cotton farming and practices in 21 countries. BCI farmers receive training on how to use water efficiently, care for soil health and natural habitats, minimize the impact of harmful crop protection practices, preserve fiber quality and apply decent work principles. The BCI also promotes the use of best irrigation practices, as well as reducing the use of fertilizers.

RAW MATERIAL CERTIFICATIONS HELD BY
THE SUPPLIERS WE USE /

NO MULESING - MULESING FREE

Mulesing is a surgical procedure used on sheep farms that consists of removing part of the skin from the animals’ perianal area to prevent the sheep from being infested with parasites. The procedure is carried out without anesthesia, often even leading to the death of the animal from infection on the cut. This certification attests to the absence of this practice.

GOTS

The Global Organic Textile Standard is an environmental certification system that certifies: the content of organically grown natural fibers in intermediate and/or finished products; the maintenance of traceability throughout the entire production process; restrictions on the use of chemicals; and compliance with environmental and social criteria at all stages of the production chain, from harvesting of the natural fibers in the field to the subsequent manufacturing stages, and up to labelling of the finished product.

RWS

The Responsible Wool Standard is a voluntary global standard that addresses the welfare of animals and the land on which they graze. The RWS verifies the practices implemented on the farm and right up to wool production.

GRS

The Global Recycle Standard is an international, voluntary standard that sets requirements for third-party certification of recycled material, supply chains, social and environmental practices and chemical restrictions. The GRS was designed to meet the needs of companies seeking to verify the recycled content of their products (both finished and intermediate) and to verify the social, environmental and chemical practices used in their production.

SLOWEAR