



# **Sustainability Report** 2022-2023



# THE CIRCULAR SHIFT



## Table of contents

### KLOPMAN IN BRIEF

### HIGHLIGHTS 2022/2023

### GUIDE TO THE REPORT

### MESSAGE FROM THE CEO

### MESSAGE FROM THE MANAGING DIRECTOR

### 1. WHO WE ARE

1.1 Our philosophy

1.2 Our Values

1.3 Company structure

1.4 Activities and Value Chain

1.5 Certifications

### 2. OUR APPROACH TO SUSTAINABILITY

2.1 Sustainability Strategy

2.2 Klopman commitment to SDGs

2.3 Our stakeholders

2.4 Materiality Analysis

### 3. GOVERNANCE

3.1 Governance structure

3.2 Management structure

3.3 Business ethics

### 4. ENVIRONMENT

4.1 Introduction

4.2 Our energy consumptions and emissions

4.3 A responsible use of water

4.4 Waste management and environmental packaging

### 5. PRODUCT QUALITY AND SAFETY FOR OUR CUSTOMERS

5.1 Introduction

5.2 Towards circularity: Leading the change

5.3 Product development through R&D

5.4 The quality of our products

5.5 Customer health and safety

### 6. OUR PEOPLE

6.1 Introduction

6.2 Taking care of our employees

6.3 Our commitment to health and safety

### 7. TRANSPARENCY IN THE VALUE CHAIN

7.1 Introduction

7.2 Supply chain integrity

### 8. COMMUNICATION AND SOCIAL COMMITMENT

8.1 External initiatives

8.2 Involvement in social benefits

### GRI CONTENT INDEX



# Guide to the Report

Klopman International S.r.l. (subsequently “Klopman” or the “Company”) is publishing its eighth Sustainability Report 2022/2023, which stands for transparency, discussing the company’s tri-fold commitment to environmental stewardship, social responsibility, and economic vitality. This report serves as a comprehensive overview of Klopman’s achieved milestones.

Marking a significant milestone, this year’s report has adopted the **Global Sustainability Reporting Standards (GRI Standards)**. These internationally recognized standards, revamped in 2021 by the Global Reporting Initiative, underscore Klopman’s commitment to aligning with the foremost benchmarks in non-financial data reporting. Embracing the 2021 “with reference” option to GRI Standards, the report embodies accuracy, balance, clarity, comparability, completeness, timeliness, and verifiability.

The report provides additional qualitative and quantitative insights into Klopman’s operations, results, and impacts. The holistic approach to information disclosure adheres to the principle of maximum transparency, ensuring stakeholders gain an in-depth understanding of the company’s activities.

This report incorporates **a materiality analysis**, a comprehensive evaluation undertaken to better discuss the impacts the company has. This analytical process, identifies and emphasises the most pertinent information crucial for stakeholders and the overall sustainability of the company. Such an approach bolsters the clarity and completeness of communication regarding the sustainability performance.

Data tracking and collection for this report is a part of Klopman's commitment to accuracy and relevance. Klopman presents the leveraged findings from its general accounting and information systems, the quantitative information, including estimations, and any other relevant data. This reporting exercise introduces a comparative format, when possible, allowing readers to understand the company's evolving performance over the years. For some indicators, data from the previous fiscal year was not available.

The document's reporting perimeter is confined to Klopman International Srl, ensuring a focused and accurate representation of the company's sustainability activities. Data related to Klopman’s branches across the globe considered in this report only related to the total number of employees. The data refers to the 2022/2023 reporting period (from April 3, 2022, to 1 April 2023). Any deviation of some ESG data from what was published in the previous report is caused by the different reporting time frame (solar year instead of fiscal year). This report not only serves as a historical record, when possible, but also as a guidepost for the progressive strides that lie ahead.

With regards to the data contained in this document, it should be noted that the best data available at the time of this document have been used and details on the calculation method will be provided throughout the document.

The Document has been subject to approval of the CEO as of 07/03/2024, and then published on the web site of the company.

## KLOPMAN IN BRIEF

### N°1

N.1 workwear fabrics  
producer in Europe

### 70,000 sqm

70,000 sqm  
manufacturing plant

### Frosinone

Located in Frosinone Central  
Italy

### 70 countries

Fabrics sold and distributed in  
more than 70 countries

### €165 millions

In the fiscal year 2022-2023, Klopman  
achieved more than €165 millions in  
consolidated sales

### 40 million

Klopman produces approximately  
40 million metres of fabric annually

### 400

About 400 employees

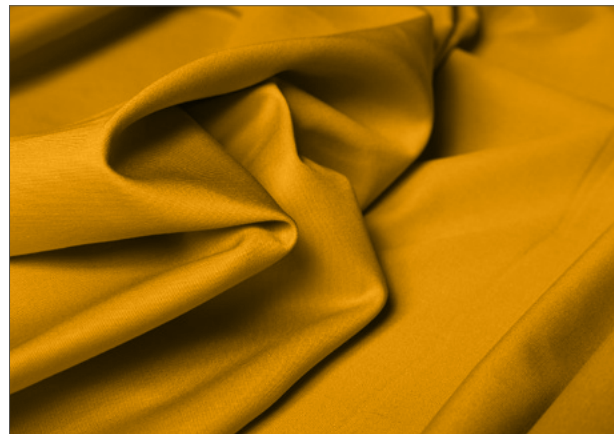
### 94%

Klopman achieves of its annual  
turnover in exports



# Highlights

Launch of  
**WE-AR CIRCULAR™:**  
Fabrics made for multifiber  
post-consumer recycled  
garments.



**+44% OF GREENWEAR  
FABRICS PRODUCED**



Started a  
**LIFE CYCLE  
ASSESSMENT**  
on all our products



Launch of an integrated  
**SUSTAINABILITY  
STRATEGY**,  
supported by a dedicated team



**HIGH EFFICIENCY  
COGENERATION  
PLANT**

## NEW INVESTMENTS INSIDE THE COMPANY:

- 50 new looms of the latest generation
- 2 new finishing lines
- New warping lines
- A new preparation line
- A new sizing machine
- A new textile finishing treatment (Sanfor)



**98% EMPLOYEES  
WITH A PERMANENT  
CONTRACT**

## LEVEL 3 ACHIEVED

(AND RENEWED)  
on OEKO-TEX® STeP Certification  
and DETOX TO ZERO



STeP

16000007  
Hohenstein HTTI



## MESSAGE FROM THE CEO

**Giuseppe Crippa**

**“ Our unwavering dedication to delivering unparalleled quality, service, and innovation to customers remain steadfast, as is our commitment to advancing along the exciting path of sustainability. ”**



Dear readers,

The fiscal year 2022-23 was profoundly impacted by the tragic outbreak of the Russian-Ukrainian war, which catalyzed a cascade of events, including a humanitarian emergency, an energy crisis and extensive disruptions in the global supply chain. Despite navigating through this turbulent macroeconomic landscape, Klopman demonstrated agility and resilience by swiftly responding to all challenges. Our unwavering dedication to delivering unparalleled quality, service, and innovation to customers remained steadfast, as did our commitment to advancing along the exciting path of sustainability.

Our strategic vision is crystal clear: to propel Klopman and its stakeholders into a future characterized by cutting-edge products that seamlessly integrate circularity and sustainable solutions. This strategic direction, meticulously crafted in response to both the shifting market dynamics and the evolving landscape of EU legislation, has spurred Klopman to make substantial investments aimed at bolstering factory flexibility, optimizing energy efficiency and minimizing our overall environmental footprint.

Klopman aims to set the standard in the workwear and protective wear textile industry, which is presently undergoing a transformative revolution demanding manufacturers to produce fabrics that excel not only in performance and durability but also in sustainability. Klopman stands at the vanguard of change with the introduction of the We-ar Circular™ brand, pioneering a circular recycling model grounded in the responsible stewardship of resources and the principles of sustainability. In our eighth sustainability report, we take great pride in announcing a significant milestone: the adoption of the GRI Standards 2021 issued by the Global Reporting Initiative. This strategic decision underscores our proactive approach in anticipating future market trends and aligning with the directives outlined in the EU Corporate Social Reporting Directive.

Our manifold initiatives vividly illustrate that, even amid the flux and uncertainty of transitional periods, Klopman remains resolute in its commitment to our sustainability roadmap. This commitment, deeply ingrained at both the strategic and organizational levels, continues to serve as the cornerstone of our endeavor towards shaping a better future.

Join us in our journey !

**Giuseppe Crippa**  
Amministratore delegato

Celebrating 56 years of operations, Klopman has taken pride in prioritising product quality and workplace safety throughout its history. Our commitment to caring for both people and the planet has been integral to our purpose for decades. At present, our entire business is dedicated to embracing the principles of the circular economy, with a strong focus on reducing overproduction and preserving natural resources.

Aligning with this commitment, we are fully dedicated to producing fabrics derived from end-of-life garments. The brand We-ar Circular serves as our platform to communicate and expedite the shift from a linear to a circular business model. We firmly believe that the future lies in recycling and resource conservation. We believe that a conscious utilisation of resources is imperative for steering our companies toward a genuinely sustainable and transparent future.

This dedication extends beyond our products; it permeates our entire production plant. From the reuse of thermal waste to the recycling of water and all waste generated in the processing, the concept of circularity is deeply embedded in our operations.

Acknowledging that change is seldom easy, we remain committed to challenging ourselves. We aspire to position Klopman and the entire group as leaders in conscious and fully sustainable production. While proud of the progress made, we recognize that sustainability is an ongoing journey — one that we are actively pursuing today for the benefit of tomorrow.

Understanding that progress requires transparent actions, we proudly present our Sustainability Report 2022/23, adopting the GRI Standards 2021. We invite you to delve into these pages and join us on our journey towards a sustainable and responsible future.

**Amaury Sartorius**  
Managing Director

## MESSAGE FROM THE MANAGING DIRECTOR

**Amaury Sartorius**

**“ Our entire business is dedicated to embracing the principles of the circular economy, with a strong focus on reducing overproduction and preserving natural resources ”**



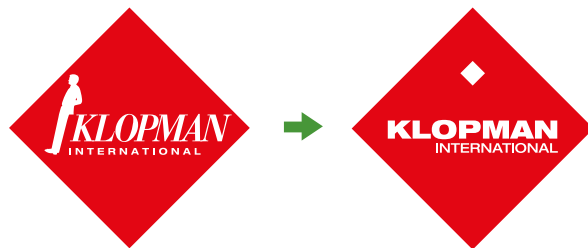


KLOPMAN INTERNATIONAL  
SUSTAINABILITY REPORT 2022/2023

# WHO WE ARE

## 1.1 Our Philosophy

In the late 1960s, Bill Klopman, a pioneer in the American textile industry, collaborated with DuPont to revolutionise workwear fabrics. Their groundbreaking efforts resulted in the development of the world's first polyester-blended fabric tailored for industrially laundered workwear, introducing a game-changing blend of 65% polyester and 35% cotton—a formula that has stood the test of time and remains a cornerstone in the industry.

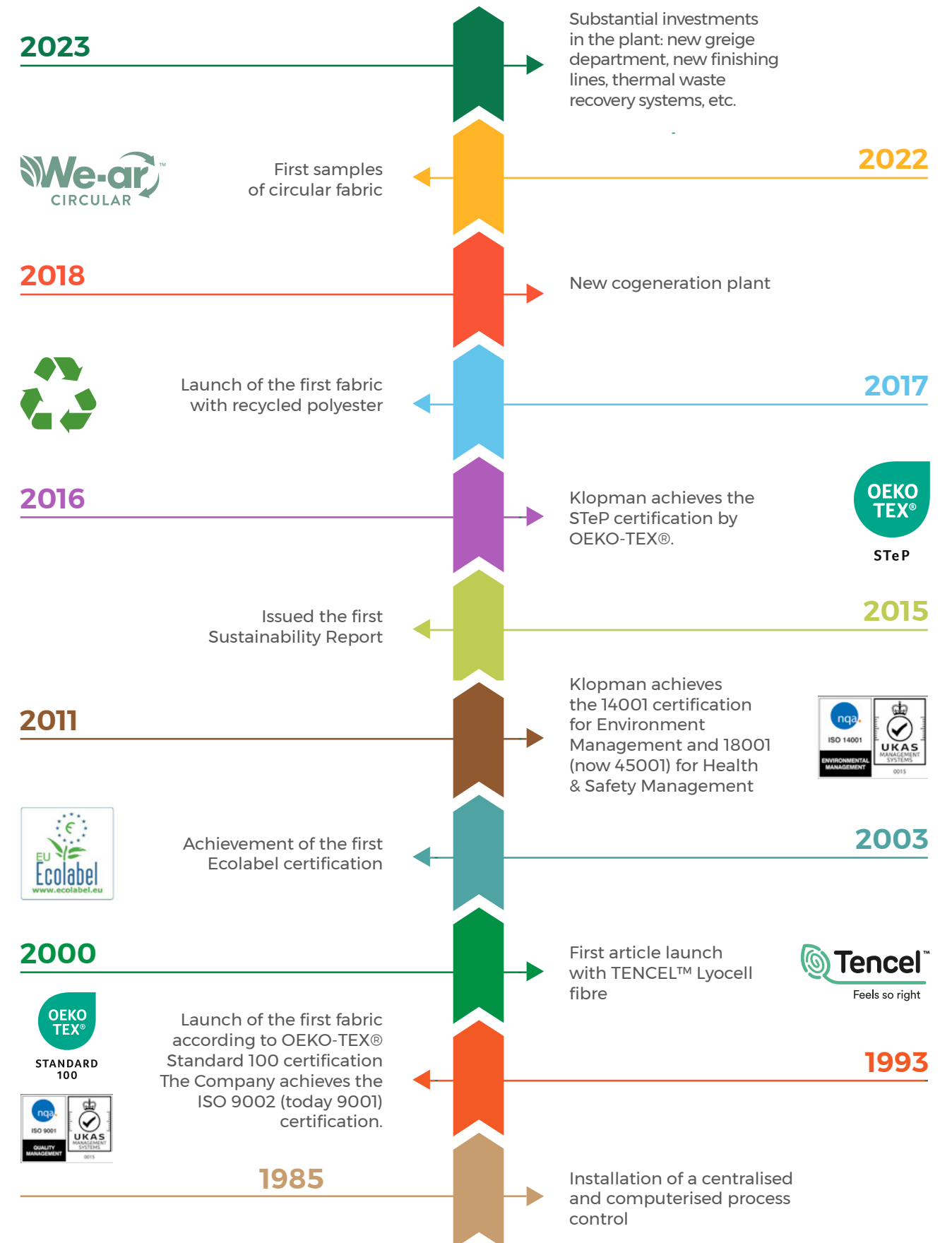


Acknowledged as a triumph by the US Laundry Association, Bill Klopman set his sights on expanding this innovation to Europe. Following positive market research outcomes, proposals were presented to European governments, and a state-of-the-art manufacturing plant found its home in Frosinone, Italy, becoming Klopman's European manufacturing hub.

From its inception, Klopman has embraced business responsibility as a guiding principle. Recognizing the profound impact of its products and operations on the environment and society, the company has maintained a steadfast commitment to responsible business practices. Upheld by values of trust, transparency, and integrity, Klopman's dedication to sustainability extends across all facets of its operations, encompassing responsible sourcing, occupational health and safety, environmental management, anti-corruption measures, and the protection of human rights.

**Below is a timeline that gives a clearer idea of how much the culture of sustainability has been a part of our operations and priorities for decades.**

## Sustainability Timeline





## 1.2 Our Values

**K**lopman, as a major textile producer, has woven a fabric of responsibility into the very core of its identity. We recognize the weight of our actions and the expectations placed upon us by customers who rightfully demand excellence not only in our products and services but also in our commitment to corporate social responsibility.

In response to this call, we aspire to be pioneers in sustainable development, leveraging innovation and ethical business practices to shape a future where economic success coexists harmoniously with environmental and social well-being.

### MISSION

TO IMPROVE THE QUALITY OF LIFE AND PROTECTION OF PEOPLE WITH INNOVATIVE, SUSTAINABLE FABRICS.

### VISION

TO BE THE BEST MANUFACTURER OF WORKWEAR, PROTECTIVEWEAR AND CORPORATE-WEAR FABRICS BY PROVIDING A BROAD AND INNOVATIVE MIX OF INDUSTRIALLY LAUNDERABLE, HIGH-PERFORMANCE TEXTILES AND SUPERIOR CUSTOMER SERVICE.

**At the core of Klopman's identity is a mission to enhance the quality of life and safeguard individuals through the creation of innovative and sustainable fabrics.**

This mission is deeply intertwined with the company's vision—to stand as the premier manufacturer of workwear, protectivewear, and corporate-wear fabrics.

This vision goes beyond industry standards, driven by an unwavering commitment to provide a diverse and innovative array of industrially launderable, high-performance textiles.

The company pairs this commitment with a relentless focus on superior customer service, ensuring that clients receive not only cutting-edge fabrics but also an unparalleled level of support.

**O**ur dedication to responsible business practices extends beyond mere compliance - it is a fundamental part of our principles. For decades, we've upheld a delicate equilibrium between economic prosperity, environmental stewardship, and social responsibility, a philosophy embedded in the fabric of our corporate culture. This commitment transcends borders, with our global workforce passionately embracing sustainable development principles in their daily endeavours, embodying a collective commitment to making a positive impact.

Our vision is not confined to achieving economic success today but extends into building a resilient and sustainable tomorrow. Klopman's commitment to responsible business practices is not merely a goal; it's a way of life. It is the thread that weaves through our present, shaping our narrative of responsible leadership, and influencing our future for the betterment of our stakeholders, the industry, and the world at large. In the intricate tapestry of Klopman's journey, responsibility is not an obligation - it is our commitment to creating a positive and lasting impact.



Quality



Sustainability



Service



Tradition



People

**The five categories - Quality, Sustainability, Service, Tradition, and People - shape our strategic decisions and operational activities.**

Quality remains our absolute priority, sustainability is a constant pursuit, service excellence is our commitment, tradition grounds us, and people, both within and beyond our organisation, are at the heart of our endeavours.





## 1.3 Company structure

**K**lopman has been since 2016 part of the Group Coisne & Lambert, which is an industrial textile group, producing technical textiles for workwear, PPE, and industrial applications. The family group was founded in 1867 by Henri Coisne and Leopold Lambert in France.



Since joining forces, both Klopman and TDV Industries have started a dynamic collaboration that has not only fortified their financial standing but has also strategically positioned them as influential players across not only Europe. Klopman, renowned for its production and commercialization of technical fabrics, has emerged as a leader in the protective-wear, workwear, and corporate-wear sectors. Notably, their impact is felt in every corner of Europe, where one in three workwear garments is now crafted with Klopman fabrics, a testament to the trust and recognition they've garnered in the industry. TDV's number one protective fabrics producer is located in Mayenne, France with its sustainability-oriented DNA. At the heart of this group there is Klopman's Frosinone production plant in Italy, which serves as the headquarters, and a sprawling industrial site covering 70,000

square metres. Here, cutting-edge technologies and centralised process controls are employed, showcasing Klopman as an industrial jewel. The meticulous monitoring and correction of over 5.000 process controls underscore the company's commitment to precision and excellence. Klopman's global expansion strategy extends beyond Italy's borders, strategically positioning the company in key international markets. Klopman ensures a worldwide presence through an extensive distribution network and specialised agents complemented by sales offices or intercompanies strategically located in Düsseldorf, Lyon, Moscow, Borås (Sweden), Dubai and Bangkok, United Kingdom and Switzerland. This network not only extends its reach, but also consolidates its presence in a variety of markets, enabling it to effectively meet customer needs and maintain a competitive advantage on a global scale.

**Furthermore, the Group's reach extends beyond European borders, with the Jakarta production plant in Indonesia operated by Klopman Argo International (KAI).**

With a capacity of over 15 million metres, this facility not only eases the efficient provision of European-quality fabrics to customers in the region but also strategically positions Indonesia as a pivotal hub to serve the entirety of South Asia.

The Jakarta plant's strategic location underscores Klopman's commitment to offering top-notch products with global accessibility, meeting the demands of a diverse and dynamic market landscape.

Additionally, the KAI facility and products boast OEKO-TEX® Std 100 class II certificates on its products and both ISO 9001:2015, ISO 14001:2015 and Step, Sustainable Textile production to monitor the quality and sustainability performance of the industrial site.



Together, Klopman and TDV Industries have forged a powerful alliance that transcends borders, creating a global force in the textile industry with a shared commitment to innovation, quality, and customer satisfaction.





## 1.4 Activities and Value Chain

Since the company began in 1967, Klopman has been committed to producing high-performance fabrics to guarantee protection, comfort, and durability to its wearers. Klopman fabrics, produced in over 700 different styles and 600 active colours, can also be custom developed according to customer requests.

Klopman is actively involved in the production process from selection of the raw material to ensure the best quality at every stage. Our goal is to always deliver ultimate satisfaction to all our customers. Our products offer durability with outstanding colour performance, even when subjected to industrial laundry processes. These fabrics are designed for use in the most demanding working environments, offering versatility and fitness for purpose. Customers can choose from poly/cotton fabrics and cotton-rich fabrics with characteristics such as antibacterial, anti-static, flame-retardant and high-visibility for PPE applications. Klopman works with well-known chemical and fibre suppliers, like Cordura, Lycra, Kermel, Nega-Stat, Proban or Sanitised, to make their finishes available on our fabrics, and our company is one of the world's most respected textile producers. We also offer laminated and softshell solutions in our collection.



Klopman workwear and protectivewear fabrics are designed for outstanding performance and superior protection even in the most difficult conditions. Durability, good tensile and tear strength performance, professional image and resistance to abrasion are just few of the performances our fabrics guarantee. We have also developed Flame-Retardant textiles and inherent FR fabrics (ISO 11612 and ISO 14116), High-Visibility (EN 20471), laminated fabrics and multifunctional in response to the most demanding customer needs.

### Klopman exercises precise control at every stage of the manufacturing process:

#### FROM RAW MATERIAL SELECTION

Our production process starts with the reception of raw materials. This process is carried out with the utmost care, because we are convinced that only by an upstream selection of excellent quality it is possible to obtain a final product in line with the highest market standards.

#### TO WEAVING

The next stage is the preparation for weaving by warping and slashing and then weaving on modern and recently renewed looms. The woven fabric – termed 'greige' – is now ready for dyeing and finishing on sophisticated and highly automated continuous bleaching/mercerizing and continuous dye ranges.

#### TO FINISHING

The process of finishing and colouring is the heart of our production process. Colour with absolute consistency is one of the most distinguishing features of Klopman fabrics. Always recognized for the wide range, consistency and fastness performance of its colours.

#### FOR AN EXCELLENT LEVEL OF QUALITY

With a high level of automation used in all processes, the majority of personnel at the plant concentrate on stringent control and monitoring of quality. This ensures that all performance aspects of the fabric are consistently maintained, and it is the combination of Klopman's expertise in all these individual areas and processes that gives their fabrics overall stability and consistency of performance in wear and throughout the laundry processing cycle.



## Our partners

We partner with some of the most innovative suppliers in the world, working with carefully selected high-quality raw materials and fibres, to guarantee the outstanding quality and long-term durability of Klopman fabrics.



A registered trademark of INVISTA, for extremely durable fabric solutions.



Fabrics certified for **LYCRA®** ToughMax technology



Klopman makes use of Coolman's core technology for the production of its fabrics.



Lyocell fibres are derived from sustainable wood sources, harvested from certified and controlled sources. TENCEL™ is a trademark of LENZING AG.



FR flame retardant **PROBAN®** finish – a registered trademark of Solvay. Klopman is a registered, long-established **PROBAN®** licensee.



An inherently flame-resistant fiber and a registered trademark of **KERMEL®** S.A.S.



Lyocell fibres are derived from sustainable wood sources, harvested from certified and controlled sources. TENCEL™ is a trademark of LENZING AG.



The brand is a trademark of SANITIZED AG, Switzerland, and a globally recognized sign of quality for antimicrobial hygiene function and material protection.



A registered trademark of Unifi, Inc.



The first olefin-based stretch fiber that delivers thermal stability up to 220°C, resistance to harsh chemicals and unique tensile response and stretch behaviour.

## 1.5 Certifications

A sustainable approach to business is at the core of Klopman's success in the marketplace. We want to contribute to a positive economy in a way that combines technicality, new textile solutions, impact control, transparency, traceability and excellence.



Klopman has achieved the most prestigious certifications in the market both for its products and processes: ISO certified, including **ISO 9001**, **ISO 14001**, **ISO 45001** (previously 18001), **ISO 5001**, **OEKO-TEX®** **STeP Certification**, **REACH regulation**, **AEOF certification**, **Ecolabel certification**, **Better Cotton**, and **Fairtrade Certification**, and we're always looking for ways to improve our already effective environmental management system. The attainment of the ISO 9001, ISO 14001, and ISO 45001 Certifications is particularly relevant for their supply chain, as these gather information on their compliance with quality, hygiene, health and safety in the workplace standards, and their environmental policies.



### ISO 9001:

The company is certified according to ISO 9001 standard, which is based on a number of quality management principles including a strong customer focus, the motivation and implication



### ISO 14001:

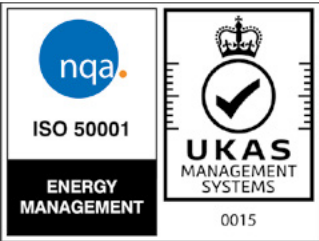
Klopman environmental management system is strictly driven by the internationally accepted standard ISO 14001. It's an essential part of responsible business practices and respect for people and the planet of the company.



### ISO 45001:

Klopman adheres to the ISO 45001 (previously 18001) standard in order to provide proof of our continuous controls in health and safety risks, reducing the potential for accidents in order to improve the overall performances





**ISO 5001:**  
In 2023 Klopman also achieved a certification for compliance with the international standard ISO 50001:2018 for Energy Management. ISO 50001 defines an energy management framework for establishing specific energy policies, processes, procedures, and tasks to meet an organisation’s energy goals. It provides requirements for a systematic process, based on collected data and focused on continuous improvement of energy performance. With this certification Klopman is even more able to structure its approach to measuring and reducing even more our energy consumption as part of our sustainability commitment. A further proof of the company’s commitment in sustainability and attention to a conscious use of resources.



**OEKO-TEX® STeP – SUSTAINABLE TEXTILE PRODUCTION:**  
Klopman has achieved the prestigious STeP (SustainableTextile Production) certification released by OEKO-TEX® Association to measure manufacturing performances in terms environmental performance, workers’ health and safety, social responsibility, chemical products and their use, and environmental management. Part of the certification is the Detox to Zero program, an efficient verification system for the textile industry which aims to implement the criteria of the Greenpeace Detox Campaign. We achieved the maximum level on all practices.

SCORING RESULT STeP		LEVEL 3
CHEMICAL MANAGEMENT		
ENVIRONMENTAL PERFORMANCE		
ENVIRONMENTAL MANAGEMENT		
SOCIAL RESPONSIBILITY		
QUALITY MANAGEMENT		
SAFETY		
DETOX TO ZERO PERFORMANCE		100%
WASTEWATER AND SLUDGE		
MRSL		



**REACH regulation:**  
Klopman is also REACH compliant. The aim of REACH is to obtain complete control of the substances present on the European market, to improve the protection of human health and the environment and to ensure better cooperation between companies involved in the production chain.



**AEOF certification:**  
Klopman has obtained the AEOF certification (Authorized Economic Operator – Full). This certification is the highest level achievable in the EU program for AEO and comprises ‘Customs Simplifications and Security’. An AEO is a party involved in the international movement of goods that has been approved by or on behalf of a national customs administration as complying with World Customs Organization chain security standards.



**ECOLABEL certification:**  
Klopman has received the Ecolabel certification for different fabrics. The EU Ecolabel is the official European Union voluntary ecological label for environmental excellence. The EU Ecolabel certifies products with a guaranteed and independently verified low environmental impact, which is why “labelled” services must meet high environmental standards throughout their entire life cycle: from raw material extraction through production and distribution to disposal. The label also encourages companies to develop innovative products that are durable, easy to repair and recyclable. Klopman fabrics that achieved the EU Ecolabel certification are Charlotte R-PES BIO and Superbandmaster R-PES BIO.



**Better cotton:**  
Klopman has been a partner of the Better Cotton program since 2016. Better Cotton promotes better standards in cotton farming and practices across 21 countries. BCI farmers receive training on how to use water efficiently, care for the health of the soil and natural habitats, minimise the impact of harmful crop protection practices, preserve fibre quality and apply decent work principles. BCI also promotes the use of better irrigation practices with farmers, as well as reducing the use of fertilizers.



**Fairtrade:**  
Klopman’s range of fabrics made using 100% Fairtrade cotton meet Fairtrade standards validated by Fairtrade (as audited by FLOCERT).  
Buying products made with Fairtrade-certified cotton guarantees the empowerment of cotton farmers through better prices, while the payment of the Fairtrade premium also contributes to protecting people and the environment



# OUR APPROACH TO SUSTAINABILITY



## 2.1 Sustainability Strategy

**K**eeping sustainability at the core of our decisions, Klopman International and TDV Industries are engaged in a dynamic array of projects poised to redefine the Workwear sector for a more environmentally conscious future. The cornerstone of our commitment lies in a fully integrated sustainability vision, serving as a compass for our clients to navigate towards responsible and eco-friendly practices. The strategy covers 8 areas, all related to environmental, social and governmental topics. These are illustrated here below, along with an explanation for each.



*"At Klopman sustainability has been an integral part of our approach to business for years. Our credo is to produce products of excellent quality that are also produced in a sustainable way, with recycled and recyclable raw materials, with a supply chain that shares our values and by informing our stakeholders about our approach to business. These are the milestones we have set in our sustainability strategy. A strategy that is now the flagship of our way of doing business and which positions us as a leader in the strategic approach to the industry."*

**Rossella De Angelis**

Group Communication/CSR & Circular Economy Director

## MOVING FROM A LINEAR TO A CIRCULAR BUSINESS MODEL

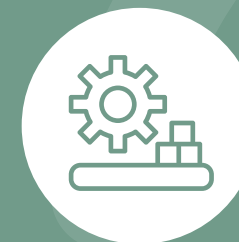
**W**e strongly believe that the best way to preserve resources is to ensure that they are recycled. This is why we have started a research and development process that has led us to offer the market products that contain fibre from mechanically recycled polyester-cotton blends derived from garments at the end of their life cycle.

**The concept of circularity, however, permeates all the stages of our production process. Especially:**



### PRODUCT

We-ar Circular™ is the brand we have developed to communicate our will to accelerate the transition from a linear to a circular economy. (see Chapter 5.2 The Future is Circular: leading the Change)



### PRODUCTION

But circularity is not only on recycling materials but also on reusing resources during our production process. Our heat recovery system gives a clear idea of the solutions that can be put in place to reuse the resources in the production process in order to achieve a significant improvement of energy efficiency.



### WASTE

For years we have had a zero-waste policy to increase the recycling or reuse of a significant part of the Company's waste (see Chapter 4.4).

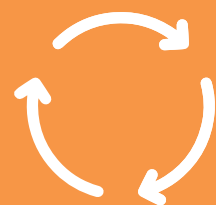


### WATER

We reintroduce into the river after depuration treatment the water that is taken and used in the production process without using any underground water. (see Chapter 4.3).



# The 8 Pillars of our sustainability strategy



01

## CIRCULAR ECONOMY

Recycling of materials is an integral part of Klopman's vision and business practice. Embracing the concept of a circular economy, we have made substantial investments in projects focused on multifibre recycling, aiming to close the loop on resource consumption and waste generation. Klopman R&D laboratory works constantly to find the best solution to make recycling projects a reality (see Chapter 5.2 The future is circular: leading the change). We have also implemented the circularity practices inside our plant to reduce/optimize water consumption, to recover thermal waste from production, and to recover thermal waste from endothermic cooling water at the plant (see Chapter 4.3).



02

## PRODUCT LIFE CYCLE ASSESSMENTS

We have recently initiated a complex LCA calculation process for all our product aiming to have it for all the products in our portfolio. This represents an important commitment to transparency, responsibility and continuous improvement. By analysing the complete life cycle of our fabrics, we aim to identify and address environmental hotspots, ensuring that our products align with the highest standards of sustainability. This comprehensive understanding will allow us to make informed decisions at every stage of the product life cycle, which collectively makes for an overall reduced environmental impact.



05

## WATER AND ENERGY CONSUMPTION

Effective monitoring of water and energy consumption is crucial for sustainable and responsible resource management. Implementing advanced monitoring systems allows companies to collect real-time data on water consumption, identify patterns, and pinpoint areas of inefficiency. This data-driven approach enables proactive measures to be taken. The focus on these aspects will be analysed in Chapter 4.



06

## COMPANY CARBON FOOTPRINT

We monitor our company carbon footprint. A key aspect of this commitment is a focus on monitoring and reducing emissions, using cutting-edge technologies and practices to mitigate our environmental impact. Simultaneously, our Research and Development initiatives are dedicated to pioneering fabrics with lower environmental footprints, ensuring that innovation and sustainability coexist seamlessly.



03

## CSR REPORTING

Our 8th sustainability report has adopted for the first time the GRI standards. With the aim to anticipate as far as possible the obligations that will come from the European Union on the CSRD - Corporate Sustainability Directive - by anticipating what will become standards to be at the forefront of sustainability.



04

## PRODUCT AND COMPANY CERTIFICATIONS

Klopman is compliant with several standards and certifications (scrutinized in Chapter 1.5 Certifications.). This guarantees traceability of our sustainability practices and third party verifications of our commitments.



07

## UNITED NATIONS GLOBAL COMPACT COMMITMENT

We have adhered to important international frameworks. Details on Klopman's commitment to the UN Global Compact are further explained in Chapter 2.2.



08

## TRANSPARENCY OF THE SUPPLY CHAIN

We monitor that our values are shared all along our supply chain. Transparency is a fundamental principle in our sustainability framework. Our unwavering commitment to international frameworks, such as the United Nations Global Compact, underscores our dedication to aligning with global sustainability standards. Our dedication to traceability and transparency permeates every link in our supply chain, ensuring that our values resonate and are upheld at every stage. Through these multifaceted initiatives, we not only set the rules for the Workwear sector of the future but also aspire to be a catalyst for positive change across the industry, exemplifying how sustainability can be a driving force for innovation and responsible business practices.

## 2.2 Klopman commitment to SDGs

In 2015, the United Nations Organization defined the Agenda 2030 as “a strategy to achieve a better and more sustainable future for all”. The Document identifies 17 interconnected Sustainable Development Goals (SDGs) - to be reached within the next fifteen years - articulated in turn in 169 specific targets.

The Agenda requires significant engagement from all members of society, including businesses, civil companies, the public sector, philanthropic institutions, universities, research centres, news operators and cultural organisations.

Always adhering to sustainability as the core of its strategy, Klopman identified the SDGs it can have the greatest impact on through its activities.



Therefore, it conducted an analysis of the 17 objectives and associated targets. From this analysis, the company has identified those where positive contributions can be obtained through Klopman operational activities, generating shared value. This evaluation involved a comparative analysis at national and international level involving similar actors, accompanied by an analysis of the best sustainability practices applicable to the sector. A critical analysis of the legitimate expectations of stakeholders and the strategic objectives of the company was also carried out.



**WE SUPPORT**

SINCE 2020 KLOPMAN INTERNATIONAL HAS BEEN COMMITTED TO THE UN GLOBAL COMPACT CORPORATE RESPONSIBILITY INITIATIVE AND ITS PRINCIPLES IN THE AREAS OF HUMAN RIGHTS, LABOUR, THE ENVIRONMENT AND ANTI-CORRUPTION

On the basis of this evidence, 8 SDGs are selected and the relative main targets for Klopman, thanks to its vocation, can aspire to play a significant role already in the short term.



Klopman further strengthened its commitment to sustainable growth by joining - as a signatory as of 18 May 2020 - the UN Global Compact. By incorporating the organisation’s Ten Principles into strategies, policies and procedures, and establishing a culture of integrity, Klopman is not only upholding their basic responsibilities to people and planet, but also setting the stage for long-term success.

### These ten principles of the United Nations Global Compact are:

- Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights
- Principle 2:** make sure that they are not complicit in human rights abuses
- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,
- Principle 4:** the elimination of all forms of forced and compulsory labour,
- Principle 5:** the effective abolition of child labour;
- Principle 6:** the elimination of discrimination with respect to employment and occupation
- Principle 7:** businesses should support a precautionary approach to environmental challenges;
- Principle 8:** undertake initiatives to promote greater environmental responsibility;
- Principle 9:** encourage the development and diffusion of environmentally friendly technologies;
- Principle 10:** businesses should work against corruption in all its forms, including extortion and bribery.



# 2.3 Our stakeholders

Stakeholders, the diverse entities with vested interests in a company's operations, form a dynamic and interconnected web that significantly influences and is influenced by the organisation's activities.

Their perspectives, expectations, and engagement with the company contribute to a complex ecosystem that shapes corporate decisions and outcomes. At Klopman, with our deep passion for a sustainable future, we value that all of our stakeholders align with our environmental and social goals, which is why we have strived for engagement activities which uphold all of us to such standards.

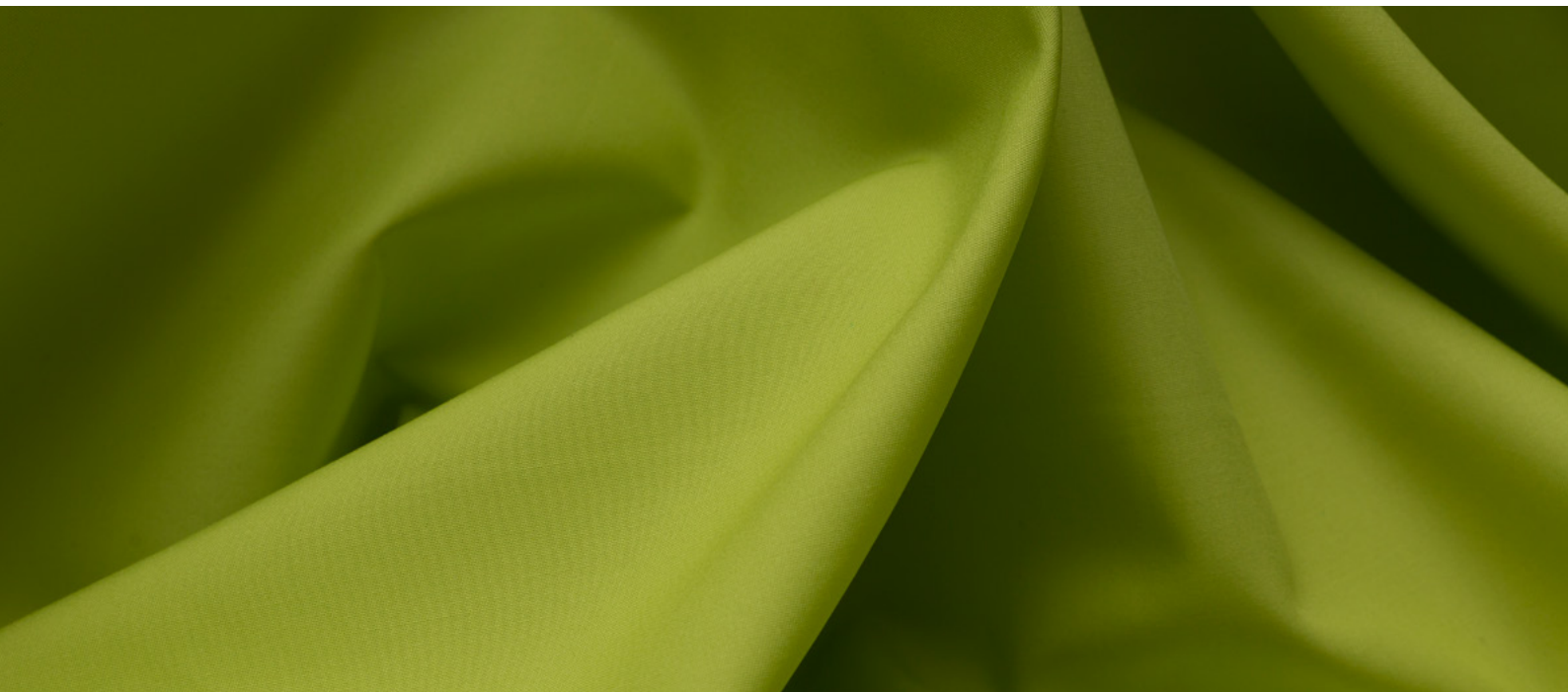
CATEGORY	ENGAGEMENT ACTIVITY
Employees	Building our people's skills and professional expertise through training and personal development and rewarding success and high performance
Competitors	We work actively to promote fair business practices with all relevant stakeholders in our market including the competition.
Customers	We understand that our customers demand the best possible quality and product performance together with a best-in-class level of service. We rigorously highlight these elements across our production, as well as research what they ask of us and do our best to deliver.
Suppliers	We constantly strive to choose a supply chain that shares our same values and approach to business.
Investors and Financial institutions	Transparency is at the core of all our operations towards Investors and financial institutions. Only building trust we can guarantee long-lasting business relationships
Local communities	Klopman is proud to partner with local events and social initiatives, to contribute to building a more inclusive and cohesive society creating a union between people and territory.
Governments and policy makers	We have a beneficial and constant exchange with the institutions. Klopman is a well-established firm in the Frosinone area and its role in the creation of value is well recognized at different levels.

Textile industry	Klopman has been in the textile market for over 50 years and represents a major player in the European workwear textile market, well recognized from all players on the field.
Governance bodies	All our strategic decisions are discussed and agreed within our governance bodies. All opinions are taken into equal consideration.
Certification bodies	Klopman process is ISO certified, including ISO 9001, ISO 14001, ISO 45001 (previously 18001) and ISO 50001, and we're always looking for ways to improve our already effective environmental management system.

## FOCUS ON: TEXTILES ASSOCIATIONS

We fully support local and national associations in order to guarantee full support to the market stakeholders.

	In Europe <b>ETSA (European Textiles Services Association)</b>		France <b>GEIST French laundry association</b>
	Italy <b>CONFINDUSTRIA</b>		France <b>SYNAMAP PPE producers association</b>
	Italy <b>ASSOSISTEMA, PCIAW, ETC.</b>		France <b>FAIRTRADE Max Havelaar France</b>
	Scandinavia <b>SWEDISH LAUNDRY ASSOCIATION</b>		Germany <b>DTV German laundry association</b>
	UK <b>PCIAW</b>		Germany <b>MAXTEX association for sustainable products</b>
	France <b>URBH : Union des Responsables de Blanchisseries Hospitalières</b>		Germany <b>BESPO German Workwear cutter association</b>



## 2.4 Materiality Analysis

In order to identify the most relevant issues on which to develop the narrative of the CSR report, Klopman has developed the process of materiality analysis for the first time, in compliance with the new GRI Standards in their latest update, used as a reporting framework. The preparation of a Sustainability Report in line with the GRI Standards implies the dissemination of information based on so-called “material topics”. This term refers to issues representing the economic impact, environmental and social issues of the company, or topics that significantly affect stakeholder assessments and decisions. Specifically, an analysis was carried out on the sustainability documents produced by the main peers present within the national and international panorama as well as an in-depth analysis of the company’s internal documentation, sustainability sector trends of the market, and major competitors’ sustainability reports as a result of the benchmark analysis and the regulatory landscape. The entire process was to identify the current and potential impacts, both

positive and negative, that can be caused by the company’s operations, from the environmental, social (including human rights) and governance point of view. The impacts were estimated through the involvement of company staff members, called to express their point of view on the perception of the company, according to two principles: the magnitude of the impact, understood as severity/significance, measuring the consequences of the impact and any irremediability and duration, and the likelihood of occurrence of the impact. The severity/significance and likelihood were measured on a scale from 1 to 5. Then, the convergence of impacts into material topics was operated, and followed by a scoring system and identification of a preliminary list of material topics. In the end, the prioritisation of ESG material topics operated by Klopman Top Management, resulted in identifying 9 material topics. The information and data concerning those issues, that were not deemed material, will be monitored and reported in future years.

The following table shows the material topics identified with their descriptions.

AREA	MATERIAL TOPICS	DESCRIPTION	SDGS
Environment	Circularity and Product Sustainability	The implementation of processes by which any material and products that are no longer useful is managed in such a way that it can be given a second life, in order to create a closed-loop system when possible and retain the value of products as long as possible.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Water Stewardship	The comprehensive approach to using, managing and conserving water in order to properly balance the needs of businesses, people and ecosystems. This process includes responsible sourcing, pollution prevention, and water recycling as much as possible.	6 CLEAN WATER AND SANITATION
	Climate Change and GHG Emissions	The responsible approach to reduce greenhouse gases generated through business operations that have a negative effect on global warming, which range from reducing the consumption of energy to using renewable energy where possible.	7 AFFORDABLE AND CLEAN ENERGY 13 CLIMATE ACTION
Social	Product Quality	The implementation of controls that ensure that all products are effective during use through a set of certifications that the company obtains and frequent product verification checks.	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Customer care	Providing a transparent labelling system of products that meets customers’ needs and offering a service in which customers can pose any queries.	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Health and Safety	Ensuring safety at work as a company priority, in order to provide the safest conditions at work in our plants and to protect the people that are wearing garments made with our protective fabrics, in adherence to the most stringent regulations.	3 GOOD HEALTH AND WELL-BEING
	Human rights	The implementation of protection measures to implement all the rights inherent to human beings necessary for a life of dignity into their operations and their value chain.	17 PARTNERSHIPS FOR THE GOALS
Governance	Business Ethics	The definition of moral principles, values, and standards that guide the behaviour of individuals within the business and that fosters transparency, integrity, and fairness, and ensures the business complies with legal regulations and industry standards.	8 DECENT WORK AND ECONOMIC GROWTH
	Transparency in the Value Chain	Creating a transparent collaboration with our suppliers, sharing the same values that drove our success in the marketplace: respect of the people at work, business integrity and all ESG practices in general.	17 PARTNERSHIPS FOR THE GOALS





# GOVERNANCE 03

## 3.1 Governance structure

Klopman has a system of governance based on the traditional organisational model consisting of the Board of Directors, the Board of Statutory Auditors and the Supervisory Body.

The members of the Board of Directors are appointed by the General Assembly, as foreseen by the Italian Civil Code and Klopman's Charter. The Board of Directors in turn elects the chairman of Coisne et Lambert SA and the CEO, as well as conferring the necessary powers of attorney for the functioning of the company.

**The Board of Directors of Klopman is formed by the following members:**

- PRESIDENT - **PAUL DEVILDER**
- CEO - **GIUSEPPE CRIPPA**
- BOARD MEMBER - **RAPHAEL, VINCENT DE PAUL ROSSELLO**
- BOARD MEMBER - **FRANCOIS PONCET**
- BOARD MEMBER - **CHRISTOPHE CHARLES MAURICE COISNE**

### The Board of Directors is responsible for defining the purpose, values and mission of the company.

These elements will provide the basis on which to build all the activities of Klopman, including efforts for sustainable development. Therefore, the role of the Board of Directors is crucial to ensure that the company not only adheres to the principles of sustainable development, but that it deeply integrates them into its culture, strategy and daily operation.

The Board of Directors actively engages with stakeholders, who may include employees, customers, shareholders, local communities and others. This involvement can take place through consultations, dialogue sessions or other communication mechanisms.

The aim is to understand stakeholders' expectations and concerns in order to integrate these perspectives into decision-making processes. The Board of Directors shall encourage and support the effective participation of stakeholders in these due diligence processes.

These results will be integrated into the strategic and operational decisions of the company. Adopting policies and procedures based on due diligence outcomes can lead the organisation towards a more sustainable operating model. This could include changes in supply chains, investments in more sustainable technologies, or initiatives to improve community relations.

Preventing and mitigating conflicts of interest is one of the Board of Directors responsibility, carried out by developing and implementing clear policies and procedures that define what constitutes a conflict of interest and provide guidance on how such conflicts should be managed.

These policies are communicated to all members of the company. In the event that a board member or manager has a conflict of interest on a specific issue, they are required to refrain from participating in decisions relating to that issue.

This helps to ensure that decisions are made impartially and in the interest of the company. Decisions involving potential conflicts of interest shall be reviewed and approved by the Board of Directors. This process ensures that there is independent supervision and that decisions are aligned with the organisation's strategic objectives.

Conflicts of interest linked to cross-shareholdings with suppliers or other stakeholders shall be disclosed to interested parties. These conflicts can affect business decisions and supplier relationship management, and transparency about such situations is essential to maintaining stakeholder confidence.

In addition to conflicts of interest, the Board of Directors are involved also in the management of critical concerns, which include operational, financial, legal and reputational factors. Critical issues are often communicated through a structured and timely reporting system, where managers have an opportunity to present the nature of the issues to the Board, their potential impacts on the organisation and the actions taken or recommended to mitigate such critical issues.

The Directors' remuneration arrangements support the delivery of the company strategy and this is achieved through aligning the performance measures and targets used in our incentive schemes with our key strategic priorities.

# Sustainability Governance

Klopman is structured with different levels of sustainability governance. Executives and Managers are responsible for developing and implementing specific strategies, policies and programs to address the main sustainability impacts. In order to implement the intensive program of activities dedicated to CSR, we have structured **a dedicated team** of professionals specialised in sustainability topics in daily operations, that brings in different skills from key areas in the different company departments.



This working group was formed through dedicated training and today works in tandem with our Sustainability Director on the implementation of the ambitious projects outlined below.











A periodic reporting and monitoring system of key performance indicators related to impacts on the economy, the environment and people allows the Board of Directors to regularly assess the sustainability projects that may relate to products, processes and innovations.

The whole sustainability reporting process is also an integral part of the governance process. The sustainability information is reviewed by the CEO against applicable reporting standards and guidelines and confirmed to be consistent with the strategic objectives of the organisation and the commitments previously declared.

After the review process, the highest governing body shall formally approve the reported information, either through a formal resolution or an official approval at a board meeting.

# 3.2 Management structure

The company is run by a strong management team with extensive knowledge of the company, the industry and the market.

 <b>GIUSEPPE CRIPPA</b> <i>Klopman CEO</i>	 <b>AMAURY SARTORIUS</b> <i>Managing Director</i>	 <b>ALFONSO VERDOLIVA</b> <i>Senior Executive Advisor &amp; KAI Board Member</i>	 <b>CLAUDIO MAZZUOCCO</b> <i>Plant Director</i>	 <b>ALESSANDRO MUSTO</b> <i>Human Resources Director</i>
 <b>TOMMASO PERNA</b> <i>Finance &amp; Administration Executive Mgr</i>	 <b>MANLIO FERRAGNI</b> <i>Supply Chain &amp; Purchasing Director</i>	 <b>PIERLUIGI TRILLO</b> <i>Information Technology Director</i>	 <b>ROSSELLA DE ANGELIS</b> <i>Communication/CSR &amp; Circular Economy Director</i>	 <b>CESIDIO ANTONINI</b> <i>Plant Maintenance &amp; Technical Services Executive Mgr</i>



## 3.3 Business ethics



*"Our commitment to be ethical throughout our operations is firmly rooted in our corporate values. Being ethical is about doing the right thing. This means respecting human rights, taking a clear position against corruption, and embracing diversity and inclusion. Needless to say, it also means respecting the laws and regulations wherever we operate and paying taxes accordingly."*

**Tommaso Perna**

Finance & Administration Executive Mgr

Interacting with millions of people across various countries and cultures, such as customers, colleagues, business partners or any other stakeholder, we believe that mutual respect, integrity, transparency, and honesty are essential to our business. Therefore, new stakeholders are required to read and sign our principles, standards of conduct and norms. To achieve its growth objectives and maintain its leadership in the textile industry,

**Klopman bases its business on solid values and principles through the Code of Conduct<sup>1</sup> and Code of Ethics<sup>2</sup>.**

<sup>1</sup> Please see Klopman's Code of Conduct for more information at this [link](#)

<sup>2</sup> Please see Klopman's Code of Ethics for more information at this [link](#)



### **The Code of Conduct**

has been developed to define the key labour standards and principles on human rights that Klopman is committed to respecting in our workplace. Our employees understand that complying with this policy is no less important than meeting our existing high quality standards in terms of product and service. It is the main vehicle to ensure that all workers and employees are fully aware of the conduct they expect to adopt.



### **The Code of Ethics**

outlines the mission and values of our business, how we are supposed to approach problems and the ethical principles of operation, based on the organisation's core values.

In addition to this, underscoring Klopman's commitment to the highest standards of ethical conduct, the Company has implemented measures to prevent and avoid corruption and bribery by adopting on a voluntary basis the **Organisational Model 231**, in line with the ex-Italian Legislative Decree 231/2001. This organisational, management and control model promotes prevention of a large number (174 as of Dec 2018) of offences and principles envisaged by Italian law. Legislative Decree 231/2001 is a flagship piece of anti-corruption legislation, recognised worldwide.

The Model 231 adopted by the Board of Directors sets out the commitments and ethical guidelines of the company in order to ensure that activities are conducted in a manner that complies with the current standards and regulations aimed at avoiding the crimes provided for by Legislative Decree 231/2001.

The model includes risk analysis, company impact assessments, and preventive or corrective actions based on the results of those assessments. The organisational model is disseminated among employees, managers and other stakeholders through staff training, internal communication methods and sharing of the document also with clients.





# ENVIRONMENT

# 4

ONLY **10%**  
OF OUR  
ELECTRICITY

needs purchased for  
national supply.

**276,006**  
m<sup>3</sup>

**RECYCLED AND  
REUSED WATER**

**25%**  
STEAM  
REDUCTION

thanks to heat  
and recovery system

## 4.1 Introduction

In the ever-evolving landscape of corporate responsibility, the profound impact businesses have on the environment is a critical consideration. This chapter delves into the ways in which Klopman approaches and addresses its environmental footprint.

From conscientious manufacturing practices to a comprehensive examination of the product life cycle, we explore the company's commitment to analysing and mitigating impacts from every facet of its operations. Day by day we assess our impacts and what we can do to reduce them, looking at our energy footprint, our water consumption, circularity programs and waste management.



*"At the core of our energy production system lies our cogeneration plant, which comprises two endothermic engines. These engines possess the remarkable capability to generate up to 90% of the electricity needed for plant operations, exemplifying unparalleled efficiency. Their energy output allows our plant to operate with a considerable degree of self-sufficiency, significantly reducing reliance on external power sources.."*

**Claudio Mazzuoccolo**

Plant Director

Klopman is committed to operating its plant and facilities in complete compliance with all applicable environmental regulations and to operate in a manner that protects the quality of our environment and the health and safety of our people.

## HEAT RECOVERY SYSTEM

### THE PLANT VS. BOILERS.

The temperature of the thermal waste from the plant is recovered in the thermal power plant and used to preheat the boiler feed water.

### FROM COOLING WATER FROM ENDOTHERMIC ENGINES VS. BOILERS.

The temperature of the cooling water from endothermic engines further raises the temperature of the boiler feed water.

### COOLING WATER FROM ENDOTHERMIC ENGINES TO PLANT.

In the summer period, when the demand for the plant thermal cycle is low, surplus waste energy is made available to the plant dyehouse.



## 4.2 Our energy consumptions and emissions



"At Klopman, our approach is to integrate environmental strategy into core operations. We focus our efforts on the continuous improvement of the environmental performance of our operations, developing products with low environmental record. **To prove this commitment, Klopman is proud to have achieved the certification of compliance with the international standard ISO 50001:2018 for Energy Management in 2023.** This certification adds up to the ISO 14001, the highest global standard for environmental responsibility. Flagship of our operations."

**Cesidio Antonini**

Plant Maintenance & Technical Services Executive Mgr

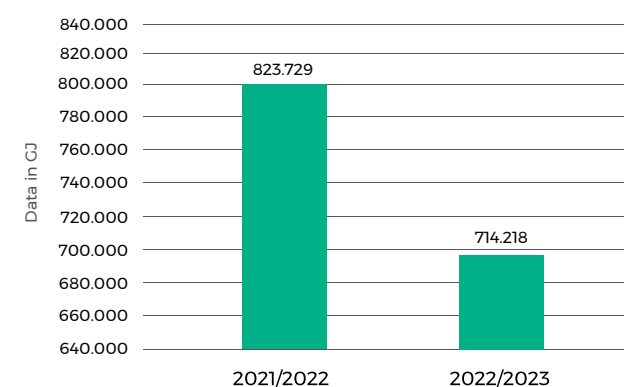
To minimise GHG emissions related to our operations, Klopman assesses energy use and optimises processes, reducing emissions and reducing cost. We research and invest in energy efficient equipment and energy reduction measures.

Our drive to improve energy efficiency and minimise our CO<sub>2</sub> emissions is unwavering at Klopman and it's one that continues as we meet new challenges and show results through investments in technology and innovation. In order to improve the energy efficiency, competitiveness and product offer of our plant, we have made some important investments:

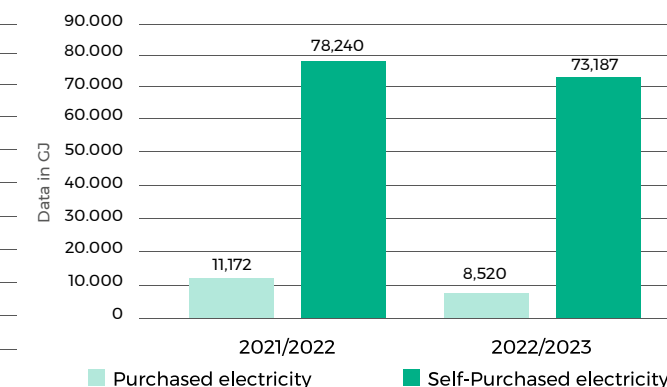
- We have a new independent power cogeneration station for maximum sustainability and efficiency, to enhance the quality and reliability of the power supply coming to the plant
- We installed a total of 50 new looms of the latest generation. This installation guarantees a great efficiency and sustainability of the entire greige department.
- We worked on the installation of a new warping and sizing line to efficiently serve the new looms.
- Two new finishing lines were installed to ensure resource savings and quality of the finished product in order to satisfy new market trends.
- We have also installed new equipment for dimensional stability control.

In line with our commitment to using natural resources responsibly, we are proud to have achieved an ambitious goal: our total energy consumption overall remains consistent. Specifically, natural gas consumption dropped by **28%** and purchased electricity consumption by **24%**.

Direct and indirect energy consumption in GJ (gas+electricity)



Purchased electricity vs self-produced



Consequently, in fiscal year 2022/2023 the company registered a decrease of its direct emissions (Scope 1)<sup>3</sup> (from 37,425 tonCo<sub>2</sub>e in FY 2021/2022 to 27,043 tonCo<sub>2</sub>e in 2022/2023) and a reduction of its indirect emissions (Scope 2)<sup>4</sup> by 24% (from 1,418 tonCo<sub>2</sub>e in FY 2021/2022 to 1,082 tonCo<sub>2</sub>e).

The calculation of the company carbon footprint has been carried out in the past years. The LCA project now running aims at understanding exactly how to monitor these emissions on products and to reduce them in the coming future.



"In order to minimize our impact on the environment and ensure optimum service to our clients, Klopman has recently made substantial investments that have resulted in a complete renovation of our Greige department with 50 new last-generation looms, a new warping line, and a weaving preparation line. Additionally, there are 2 new finishing lines as well as a new Sanfor. Other investments will follow in order to ensure the competitiveness of our company in the coming years with an increasingly efficient and state-of-the-art production process."

**Alfonso Verdoliva**

Past CEO - Executive Advisor

## 4.3 A responsible use of water

Water is a significant resource in textile production and therefore responsible water management is vital for future communities, the environment and a sustainable business. Water is an important component throughout the manufacturing process. Any water containing residual dyes and other organic and inorganic compounds must be treated properly so as not to affect the communities in which we operate. Klopman takes this obligation seriously and has invested considerable capital in water recycling systems and resources to train and equip our wastewater treatment operators to run the systems efficiently and effectively.

<sup>3</sup> The source of the emission factors used for Scope 1 is Defra.

<sup>4</sup> The source of the emission factors used for Scope 2 is AIB 2022.

INNOVATION FOCUS: OUR WATER TREATMENT SYSTEM

Since 1986, the company has been equipped with an automated control system that modulates water demand in machines based on various processes, process phases, and machine sets. This system ensures the monitoring and optimisation of the production process and key energy parameters.

Currently, the automation system comprises around **5000 control points**, with approximately **30%** dedicated to monitoring and regulating utilities. In response to environmental concerns, the company has developed plans to transition from a linear to a circular production process.

This involves introducing systems to recover water resources and heat from water in both steam and liquid forms. The following are details of these efforts:



**A)** Klopman has implemented a water reuse system in the process, resulting in a 30% lower resource consumption when compared to the reference process evidenced by Textile BAT (Best Available Technologies - 03/2022).



**B)** Through strict automatic control procedures, the dyeing process utilises a reduced amount of water per unit of fabric produced. Water resource usage is automatically adjusted based on the plant's status, leading to a 40% reduction in water consumption per tonne of fabric compared to less carefully managed processes, as indicated by BAT (Best Available Technologies).



**C)** The recovery of water and its energy component using the latest heat recovery systems has allowed a **25% reduction in steam usage** compared to the process in operation before.



**D)** The company is reducing the demand for industrial water by introducing the latest generation of machines, reflecting an investment in new plants.



**E)** Training and awareness-raising of staff on the responsible use of water is carried out.

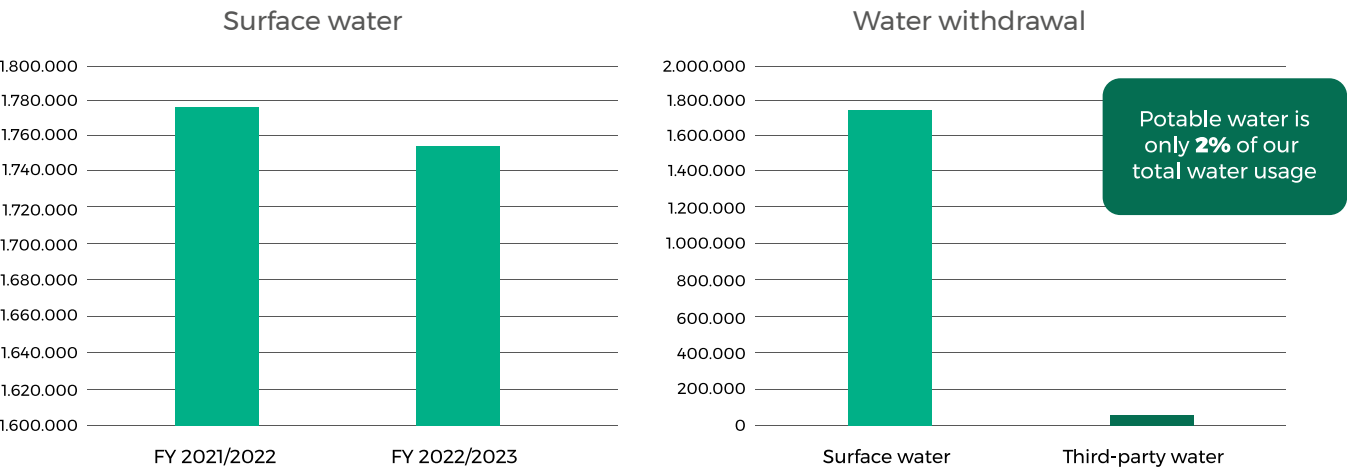
**Our processes do not use undergroundwater.** The primary water used in the Klopman International Srl plant is **completely extracted from surface water**.

From there it flows into the plant's decarbonisation unit where it undergoes a softening process. The water is then stored in tanks and used to feed the production process and in the power plant for steam production.

In order to monitor water quality, periodic chemical-physical analyses are carried out by accredited laboratories. Here too, we use our in-house laboratory to perform daily analyses on samples taken at the various points of the biological purification process. This allows us to intervene quickly by making adjustments to the plant if the quality of the water is not adequate.

The measures adopted by Klopman in our production process have made it possible to biologically treat **36.711 m³** of wastewater per week (it was 34,900 m³ in 2021-22) and recycle **276,006 m³** of water a year.

In terms of volumes of water withdrawal, a reduction of **2%** compared with the previous fiscal year was recorded this year, thanks to all the optimization measures that were taken in the last years.



The plant's waste consisting of productive waste, black water and rainwater (after treatment in a rain plant), is sent to a biological purification plant and then discharged into sewage; from the latter the waste water will flow into the consortium sewage plant where it will undergo further treatment before being re-entered to the surface water course. In order to monitor the quality of the wastewater at discharge, periodic chemical-physical analyses are carried out by accredited laboratories. We use our in-house laboratory to perform daily analyses on samples taken at the various points of the biological purification process. There is continuous interfacing across the water treatment steps, the production process and water purification so that the standards required by current regulations are always met (standards of water quality provided in Dlgs. 152/2006<sup>5</sup> and BAT<sup>6</sup> textile sector standards).

	UdM	FY 2021/2022	FY 2022/2023
Total water withdrawal	ML	1,827,479	1,792,945

VOLUME OF RECYCLED AND REUSED WATER

Name of water source	Type of water recycling or reuse	Volume of water recycled and reused m3	Measuring method
Cold water recovery	Wastewater recycled and reused in the same or different process witch the same facility	142,320	Water metre
Hot water recovery	Wastewater recycled into the same process or another part of the process cycle	133,686	Water metre
Total water withdrawal		276,006	

<sup>5</sup>Table III of Annex V, Part III (Draining)  
<sup>6</sup> Best Available Techniques



## 4.4 Waste management and environmental packaging

**W**aste management is a key strategy to ensure Klopman operates as a responsible entity. We understand that waste and the end of life of products is one of the greatest challenges within the textile industry. Effective waste management is a priority for our business and for the planet. It improves operating efficiency, reduces costs and cuts demand for virgin resources, reducing our environmental impact.

Recycling of materials is an integral part of this ongoing effort. We also reaffirm our commitment to work with local, state and federal authorities to develop effective environmental solutions that meet tests of practicality and feasibility. In FY 2023 alone, we redirected 2852 tons of waste from landfill due to our efforts to recover, reuse and recycle.

**Over 61% of our total waste was recycled, 1% was disposed (no landfill), and 38% ended up in a landfill.** The increase registered is only due to the fact not all waste types are managed on a yearly base but can vary from year to year.

Disposal method	UM	FY 2022/2023
<b>Total of non hazardous</b>	<b>t</b>	<b>4.492,37</b>
Recycling	t	2.679,77
Disposal	t	24,14
Landfill	t	1.788,46
<b>Total of hazardous</b>	<b>t</b>	<b>147,56</b>
Recycling	t	137,44
Disposal	t	10,12
<b>Total waste weight</b>	<b>t</b>	<b>4.639,93</b>

### ZERO WASTE PROGRAM

At the end of 2020 we started a program called Zero Waste.

This program has the aim to sensitize every department to save resources and/or reuse materials as much as possible.

Different activities have been carried out since its beginning and this allowed us save significant resources:

1. Reuse on pallets for a total of 10,000kg of wood saved
2. Use of a new compacting system for a total of 178000 kg of paper recovered and 2250Km travelled less
3. Recovery of plastic cones for a total of 3860 kg of waste transformed into raw material for new processing
4. Plastic recycled for a total of 44120 kg of recycled raw material
5. Reuse of waste material for greige production for a total of 17798,4kg of cardboard saved (corresponding to 90% of our greige department need)

**ZERO  
WASTE**

## Environmentally Friendly Packaging

The use of efficient and durable materials and products reduces the overall demand for resources. In all cases where the reuse of materials is not possible, it is essential that the resources are recyclable or sourced sustainably. For this reason, we have been working carefully for years and have achieved several milestones:



Our packaging is **100% recyclable** and/or comes from recycled resources. The packaging is mainly made of plastic, cardboard, paper and wood, all fully recyclable.



All our marketing material is printed on FSC certified paper and also printed, whenever possible, on certified suppliers as well.

In 2021 we adopted a “paperless approach”, a project aimed to reduce the consumption of paper and ink. The project is focused on a numerical reduction of printings and copies and document digitization. To do that we analysed and optimised procedures along with educating our workforce. Paper consumption decrease is visible when comparing the current year to the previous years (2018: 2820 pz; 2019: 2350 pz; 2020: 1985 pz; 2021 1950 pz)

Material Used	UdM	FY 2021/2022			FY 2022/2023		
		Total Amount	Renewable	Non Renewable	Total Amount	Renewable	Non Renewable
Paper (500 sheets package), FSC Mix	Pz	1.820,00	1.820,00		1.600,00	1.600,00	
Toner and cartridges	Pz	128,00		128,00	105,00		105,00
<b>PACKAGING</b>							
Polyethylene film	Kg	91.134,00		91.134,00	75.005,00		75.005,00
Cardboard tube	Kg	385.253,00		385.253,00	384.685,00		384.685,00
Stretch film to wrap the pallet (Polyethylene)	Kg	4.377,00		4.377,00	4.256,00		4.256,00
Wooden pallet	Pz	26.623,00	26.623,00		27.242,00	27.242,00	
Wooden support (board + wedge)	Pz	243.616,00	243.616,00		237.368,00	237.368,00	
Wooden board	Pz	20.506,00	20.506,00		22.437,00	22.437,00	

**Paper consumption decrease from 2820 pz in 2018 thanks to a paperless approach adopted**



# PRODUCT QUALITY AND SAFETY FOR OUR CUSTOMERS

# 5

**100%**  
TRACEABILITY  
OF FABRICS

**26**  
MILLION PLASTIC BOTTLES  
RECYCLED IN ONE YEAR

**5000**  
QUALITY CONTROL  
POINTS

## 5.1 Introduction

While focusing on product innovation, Klopman never forgets its purpose: high ethical standards, market leadership and safe products for the wearer. We prioritise the well-being of our customers by upholding rigorous standards to ensure that every product we offer meets the highest levels of quality and safety. Our dedication to delivering exceptional goods goes beyond mere compliance with industry regulations – it is a cornerstone of our identity. The trust in our brand is built on the assurance that our products not only meet but exceed your expectations for excellence and safety. Through meticulous testing, stringent quality control measures, and continuous improvement initiatives, we strive to provide you with products that not only enhance your experience but also prioritise your health and safety. The following are just some of the steps Klopman takes to ensure the utmost quality:

- Numerous quality checks are performed on raw materials.
- 100% of our products are produced or tested internally
- Careful selection of partners for high-quality chemicals
- Thousands of integrated checkpoints on various areas of the production lines
- Over 5000 control points integrated into the various production lines (bleaching, dyeing, etc..)
- Facility testing to cover 100% of all lots produced.
- 100% traceability of all fabrics produced
- 100% of batches produced are covered by plant testing, with over 10 parameters controlled for each batch

## 5.2 Towards circularity: Leading the change

Klopman is leading the change in the sustainable fabric sector, promoting circular economy multi-fibre fabrics at an industrial scale. We partner with major players in the market in order to promote innovative circular economy projects that promise to revolutionise textiles at the end of their first lifecycle. The innovative project starts with partners in Europe able to collect garments at the end of their lifecycle and to recycle them thanks to a mechanical recycling system. Our primary partner in this operation is Renaissance Textile, but not only.

**Klopman and TDV have recently launched in the market fabrics in polyester-cotton with a percentage coming from recycled post-consumer garments.**

This will allow the production of new fabrics, made with an increasing amount of recycled fibre, which can be put back on the market.



A key part of the process is the advanced technology of the company's 12,000 m<sup>2</sup> industrial building in Laval, France, where garments are grouped, sorted, and then transformed into raw material ready to be trimmed and woven. This plant collects the clothes once they have reached their end-of-life and shreds them to achieve a new fibre, which is then passed through a process of spinning, weaving and a finish to produce a new fabric. Our Group is part of Renaissance Textile, with a 1/3 share in the initiative.

Klopman and TDV are actively working in leading the change in the sustainability sector as we want to be the pioneer in Europe to be ready to promote circular multifiber economy fabrics on an industrial scale. To achieve this target, we are also collaborating with other projects in northern Europe, that is also producing fibres from post-consumer garments. Our offer has been differentiated in this way in order to collect from different geographical areas and to guarantee volumes having more than one supplier.



The aim is to produce a regenerated fabric with a premium fibre able to have the same life cycle of a virgin produced fabric. This is a fundamental step forward if we consider that in Europe at present only 1% of old clothes are regenerated and put back on the market as new and 85% are burned or dumped. Clothes at the end of their life will be turned into an opportunity for environmental, economic, and social development.



We-ar Circular™ is the concept the company has developed to support the development of this and other projects that aim to **protect our planet by recycling resources.**

Klopman's supports its partners to ensure the supply of resources that can be transformed from leftovers into raw materials. Once the fibre is spun, Klopman makes sure that it can be weaved back into a fabric that does not lose its original properties and can be reused into the same market.

Through the construction of this circular economic model, it will be possible to reduce and reuse the materials and at the same time to save fundamental resources such as water, reduce the weight of transport thanks to a mainly European supply chain and make energy savings in each country.

## Our Greenwear™ range

For years the company has worked hard to increase its sustainability performances in its product range, resulting in the launch of Greenwear™ a few years prior, a registered Klopman trademark that promotes a wide range of fabrics based on environmentally and people-friendly raw materials made with such sustainable solutions as organic cotton, recycled polyester, Fairtrade certified cotton, Tencel and Better Cotton. With these offerings, the company is committed to saving millions of plastic bottles from landfills and eliminating the use of pesticides in cotton production, while ensuring just pay for farmers.



We group the different solutions we offer the market in 3 different options: **Circular**: with recycled content inside, **Ethical**: with fair solutions for the cotton farmers, and **Responsible**: grouping solutions with Recycled polyester and/or TENCEL™ Lyocell. In detail:

### Circular fabrics:

We-ar circular™ is the brand we have launched to propose the market circular textiles. We collect items at the end of their first lifecycle and recycle them to make new fibres, which in turn will generate new fabrics. These fibres are used to create new fabrics and therefore new clothing items. The fabrics we offer to the market today are created with fibres derived from textile waste carefully selected by our partners to guarantee performance in line with the high standards that the workwear sector requires in terms of physical performance and colour fastness.



### Recycled polyester:

We offer the market products with recycled polyester, a fibre made from used plastic bottles.

### Organic Cotton:

The use of organic cotton guarantees the products with reduced use of pesticides and from economically and environmentally sustainable sources.



### BCI Cotton, Fairtrade:

BCI Cotton, Fairtrade: Products with BCI or Fairtrade guarantee the cotton farmer producers received fair payments for their work.



### Ecolabel:

A number of Klopman's fabrics received the Ecolabel certification, which is the European Union's ecological quality mark which distinguishes products which, while guaranteeing high performance standards, are characterised by a reduced environmental impact during the entire life cycle. It is a voluntary eco-label type 1 – ISO 14024, based on a system of selective criteria, subjected to certification by an independent body (competent body). For more information, please refer to Chapter 1.5 Certifications.



### Tencel Zero:

All the TENCEL™ fibres used in our range are carbon neutral. By reducing carbon emissions and using renewable energy during production, TENCEL™ Lyocell goes beyond carbon offsetting to lower its carbon footprint, offering carbon-zero products certified as CarbonNeutral® by Natural Capital Partners. By choosing clothing made with carbon-zero TENCEL lyocell fibres, you contribute to reducing climate impact. These fibres have been developed based on three pillars:

- reducing production emissions
- using renewable energy
- supporting verified global carbon reduction projects.



### Vitalys 195 and Vitalys 235

Klopman's Vitalys range of fabrics is the first fabric range in the market using TENCEL™ X REFIBRA™ fibres. The pioneering REFIBRA™ technology involves upcycling cotton scraps, e.g. from garment production, in addition to wood pulp, where the raw materials are transformed to produce new virgin TENCEL™ Lyocell fibres to make fabrics and garments.

### Made in Green

Many Klopman fabrics are now Made in Green. The label shows the consumer that the textiles concerned are tested for harmful substances and produced in sustainable managed productions.

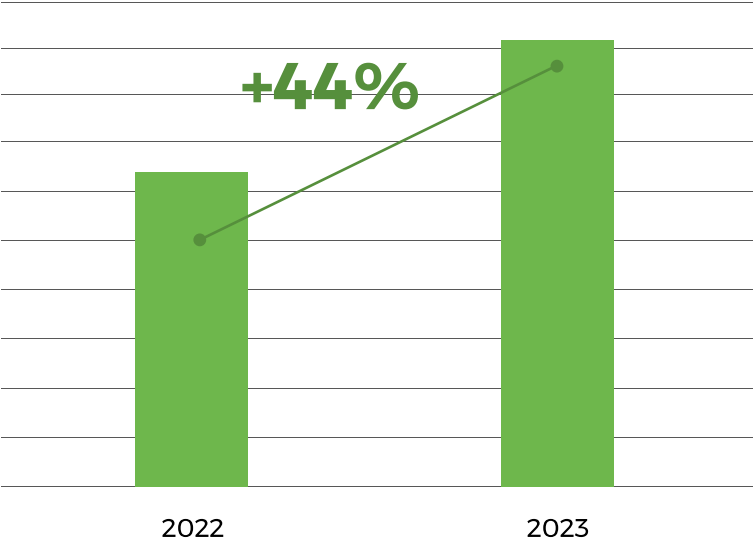


Thanks to our efforts in the promotion of our Greenwear™ range, our fabrics with recycled polyester allowed to recycle **26.000.000** plastic bottles.

**+73%** compared to the year before.



Greenwear™ achieved a constant increase over the years. Compared to the previous fiscal year, Greenwear™ shipments increased by over **44%**.



# 5.3 Product development through R&D

Because Klopman is active in several different areas of the textile industry, each product range is designed with its final purpose in mind, incorporating the appropriate materials. The table below shows our ranges available:

WORKWEAR	PROTECTIVEWEAR	CORPORATEWEAR	TACTICALWEAR
<div> POLESTER/COTTON</div>	<div> INHERENT FR</div>	<div> OUTDOOR</div>	<div> TACTICAL MILITARY</div>
<div> COTTON-RICH</div>	<div> MULTIFUNCTIONAL</div>	<div> DENIM</div>	<div> TACTICAL POLICE</div>
<div> 100% COTTON</div>	<div> TREATED FR</div>	<div> CAREER &amp; APPAREL</div>	<div> TACTICAL EMERGENCY</div>
<div> STRETCH</div>	<div> HIGHVISIBILITY</div>	<div> CASUAL</div>	
<div> TENCEL</div>	<div> ANTISTATIC</div>		
	<div> BARRIER</div>		
	<div> FOULWEATHER</div>		
	<div> CHEMICAL PROTECTION</div>		

Our commitment to fabric performance and continuous development in advanced technologies, together with our respect for the environment, runs through all aspects of our manufacturing process - from fibre selection, weaving and dyeing, through to finishing.

Research and development (R&D) of new solutions are an absolute priority for us. Our R&D departments and our production engineers constantly work towards the minimisation of toxic substances, exploring alternatives for existing raw materials, waste reduction, reduction of energy use and increasing our use of renewable energies.

We are investing heavily in monitoring the real impact of our fabrics thanks to the calculations we are implementing for the life cycle assessment (LCA) of all the products in our portfolio.

This is an important implementation that will allow our company to guarantee maximum

transparency to customers and to choose the best fabric not only based on the quality and characteristics of the materials, but also on environmental performance, a true revolution in the way of proposing and choosing a fabric.

In the fiscal year 2022/2023, the company put considerable effort and resources into research and development aimed at identifying new products and new technologies capable of improving product performance and quality, reducing costs, and achieving positive environmental effects.



## INNOVATION FOCUS: R&D

### Advancing Fabric Innovation through Recycled Fibres

Our R&D team actively explores mechanically and chemically derived recycled fibres, diving deep into their potential for integrating them into fabrics. Meticulous testing and analysis are core to our research, allowing us to assess the viability, properties, and environmental impact of these materials. This exploration forms the foundation for our fabric development initiatives.



#### Innovative fabric development

Building upon our research findings, we embark on fabric development projects that integrate these recycled fibres. Our focus on innovation drives us to engineer fabrics that meet the tough industry standards, utilising these recycled materials as integral components and moving boundaries by constantly trying to increase the recycled content. This includes pioneering blends that maximise performance while enhancing sustainability attributes within our textiles.



#### Pushing boundaries in sustainability

Beyond fabric creation, our dedication extends to establishing a robust supply chain around these recycled fibres. Through strategic partnerships and collaborations, we've cultivated a supply network that enables us to access high-quality recycled materials.



#### Closing the loop solutions

By exploring mechanical and chemical recycling methods and utilising our supply chain, we actively engage in a process where materials are continuously reused, minimising waste and completing the circular cycle of resource utilisation. This means that we not only advance our research but also assist clients in establishing a system where used garments are recycled and reintegrated into the production cycle, promoting a sustainable closed-loop approach to resource management.



#### Eco-design initiatives

Another critical aspect of our future direction is dedicated to exploring fabric development aligned with eco-design principles. This entails focusing on creating textiles that prioritise recyclability at their core. Our aim is to engineer fabrics that facilitate and optimise the recycling process, ensuring they adhere to sustainable principles from production to end-of-life.



#### Forward-Thinking commitment:

Looking ahead, our commitment to R&D in sustainable textiles remains unwavering. We aim to expand our portfolio of products containing recycled fibres, delve deeper into their behaviour across various fabric applications, and innovate processes that elevate the circularity of our textiles. Another important aspect is to look into developing fabrics that are easier to recycle.

## Protectivewear Range

### OUR INVESTMENTS IN R&D BROUGHT US TO LAUNCH RECENTLY A RANGE OF NEW SOLUTIONS ABLE TO COMBINE PROTECTION AND SUSTAINABILITY. IN BRIEF:

**LUMINEX C50 RPES & LUMINEX 10CL:** Our Protectivewear style with recycled PES, composed of 50% recycled polyester and 50% cotton. Luminex 10CL is composed of 50% polyester and 50% TEN-CEL™ Lyocell fibres, guaranteeing a double advantage: outstanding performance and superior sustainability. These new styles integrate sustainable fibres within our Protectivewear range without affecting performance in terms of visibility and protection of the fabric.

**HYDROGREEN FINISH:** Hydrogreen is an exclusive Klopman formulation that guarantees maximum water-repellent finish without the use of perfluorinated chemical products. This new finish offers the wearer the possibility of staying dry without the use of potentially harmful substances. Our Hydrogreen finish is based on paraffins - hydrophobic substances - guaranteeing minimal impact on the environment and offering excellent durability in domestic washing conditions and also in industrial washing, with reproofing of paraffin-based chemicals.

### ADDITIONALLY, THERE ARE OUR INHERENT FLAME-RETARDANT SOLUTIONS:

**K FLAME PRO FLEX:** K-Flame Pro Flex 320 is the new high-performance flame-retardant fabric with stretch properties. The fabric includes the XLANCE fibre in the blend, an innovative and advanced elastomeric fibre that brings new levels of performance, guaranteeing the wearer maximum protection together with superb comfort and freedom of movement. With a medium weight of 320 g/m<sup>2</sup>, this fabric's characteristics make it suitable for many industry applications. K-Flame Pro Flex 320 combines efficiency and performance with exceptional comfort.

**K FLAME PRO 140:** lightweight inherent flame-retardant fabric, to be used as lining

**K FLAME XTRA 245:** softshell for heat and flame and electric arc protection Luminex

**K FLEX 280:** first high-visibility stretch fabric. Luminex C50 RPES & Luminex 10CL.

### AND OUR RECENTLY ADDED TACTICAL RANGE FOR MILITARY OPERATIONS:

**COMBAT RANGE:** This range consists of two key features : ripstop construction and stretch technology. These elements not only define our fabrics, but also underline our commitment to provide high-performance solutions that prioritise durability and comfort. Our Combat fabrics' range is designed to meet the rigorous demands of professional military, defence or police and sets the standard for performance and wearability.



## The quality of our products

The quality of our products is an integral part of the company's DNA. The company has an integrated management system so all procedures follow the quality, environment, safety and energy standards ISO 9001, ISO 14001, ISO 45001 and ISO 50001.

To ensure that the batches released to the customer comply with what is described in the product technical data sheets, the company follows a strict process and quality control policy.

The process and quality control procedure aims at defining the responsibilities, criteria and methods of inspection and classification of the finished product in order to ensure that the product complies with the requirements expressed by the customer by carrying out, before delivery, all checks, tests and the measurements necessary to eliminate those products that do not correspond to the requirements expressed in the specifications.

In the field of energy management and more specifically of process control, our company uses a control system for process automation (Foxboro). Around 5000 control points, which increase year after year together with the plant, are located throughout the plant, allowing the monitoring and regulation of the process and therefore guaranteeing the quality and consistency of the process.

The company also relies on quality weekly controls that report certain relevant KPIs (e.g., efficiency of the systems, maintenance downtimes, fabric yield efficiency, second quality of the department, metres reworked) and highlights any deviations from the standard and any improvement trends. The quality report contains information about possible defects on the fabric and also data about the continuity of the colour.

Because of our commitment to product quality, Klopman ensures a revision of all our non-compliant fabrics in order to ensure only the best quality available for our customers. Based on our internal controls received by the laboratory that warn of incidents related to quality standards and prevent future complaints, Our quality initial internal control system allows our customer claims value to be so low.

Indeed, during the fiscal year 2022/23 and the previous year, the claims from customers, calculated as percentage of metres of customer claims over packed metres in the fiscal year, was less than 0, for both protective and non protective wear.



*"The quality of our products is ensured overtime thanks also to IT programs dedicated to both Disaster and Recovery practices and Cybersecurity. We make sure the information on our products and processes are protected from digital attacks. On top of that we set a Disaster and Recovery plan for all our IT operations in order to protect data, equipment ensuring business continuity even in the event of service disruptions given by force majeure"*

**Pierluigi Trillò**

Information Technology Director

## 5.4 Customer health and safety

The health and safety of customers is a number one priority. The extensive quality product control process, the rigorous testing, as well as our 100% response rate to these claims proves our commitment to our product quality and the health and safety of our customers.

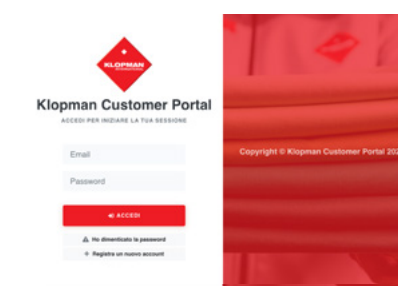
Product and service labelling and information Klopman ensures that the products which it develops and delivers are:

- safe, in compliance with Italian and international laws applicable to the textile industry.
- reliable, pursuant to its customers' needs and its internal quality standards.

Each product has a technical data sheet (TDS) that summarises its performance and other technical characteristics useful to the customer/end user, information on substances that might produce an environmental or social impact within the Fabric characteristics sections. The TDS also reports compliances to standard, norms, and the OEKO-TEX® classification. We have been complying with the specifications and guidelines of the OEKO-TEX® Standard 100 for many years. In addition, we comply strictly with the European chemicals regulation REACH and to the MRSL list, performing Detox to Zero analysis.



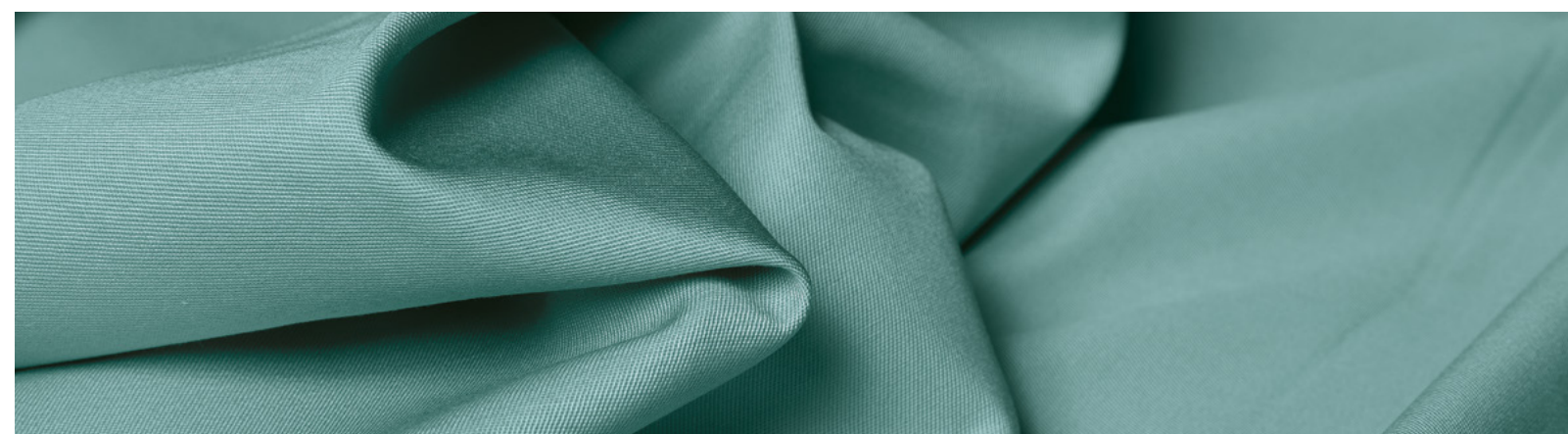
Moreover, Klopman has developed a labelling/hangtag system to strengthen the informative message for the end user, following the belief that garment makers choose Klopman's fabric thanks to its outstanding performance on the market. We value not only the health and safety of our customers, but also building and maintaining a strong relationship with them is key for our business growth. We rely on continuous interactions with them through our Customer Relationship Management (CRM) and Klopman Customer portal.



Through the Customer Portal, customers gain access to a platform where they can conveniently locate shipping documents, order references, packing lists detailing the shipped items, invoices, updates on required lab dips, and certificates of conformity.

This direct channel between customers and Customer Service plays a crucial role in delivering satisfying customer experiences, fostering trust and loyalty.

<sup>7</sup>The COCs of the protective articles are lab reports in which the ultimate characteristics of the fabric processed and shipped with respect to the TDS standards are reported.







# OUR PEOPLE

**377**  
EMPLOYEES

**400,000**  
EURO INVESTED IN DPI,  
TRAINING, SAFETY MEASURES

**98%**  
PERMANENT  
CONTRACTS

## 6.1 Introduction



*"The objective of our approach to human resources management is to guide the development of employees and their potential. We are actively involved in spreading the corporate culture within our company in order to share the aims and values that drive our approach to business, giving employees the opportunity to understand how their work contributes to the organisation's overall mission."*

**Alessandro Musto**  
Human Resources Director

At Klopman, we recognize that our people are the key to our success, and our achievements are a result of their engagement and commitment. Klopman upholds and promotes human rights in every context, by creating equal opportunities for its people and fair treatment for all and always respecting the dignity of each individual and each employee.

With approximately 400 employees in Europe (and over 600 in the Group), we make sure that all employees at Klopman are supported, challenged, and treated equally.

Klopman's employees agree in their employment contract to respect each country's local traditions. This includes avoiding any interference in political and religious affairs of the host countries.

In Italy, Klopman's employees as at 01.04.2023 were 377 a relevant value for Klopman, the na-

ture of the textile industry still tends to negatively affect the introduction of a female workforce in the production area.

However, in our offices the gender equality is preserved. Klopman believes that achieving a gender balance at leadership level can positively influence the business strategy; to this end, and to help guide our strategic choices, we recently hired 3 female managers to work on various aspects of product development, sales and marketing.

### Total number of employees divided by contract type (fixed-term, permanent, internship) and by geographic area.

Contract type	2022/2023			2021/2022		
	Men	Woman	Total	Men	Woman	Total
ITALY	336	41	377	340	42	382
Permanent contract	332	41	373	332	39	371
Fixed-term contract	4		4	8	3	11

During the fiscal year, 15 employees have been hired.

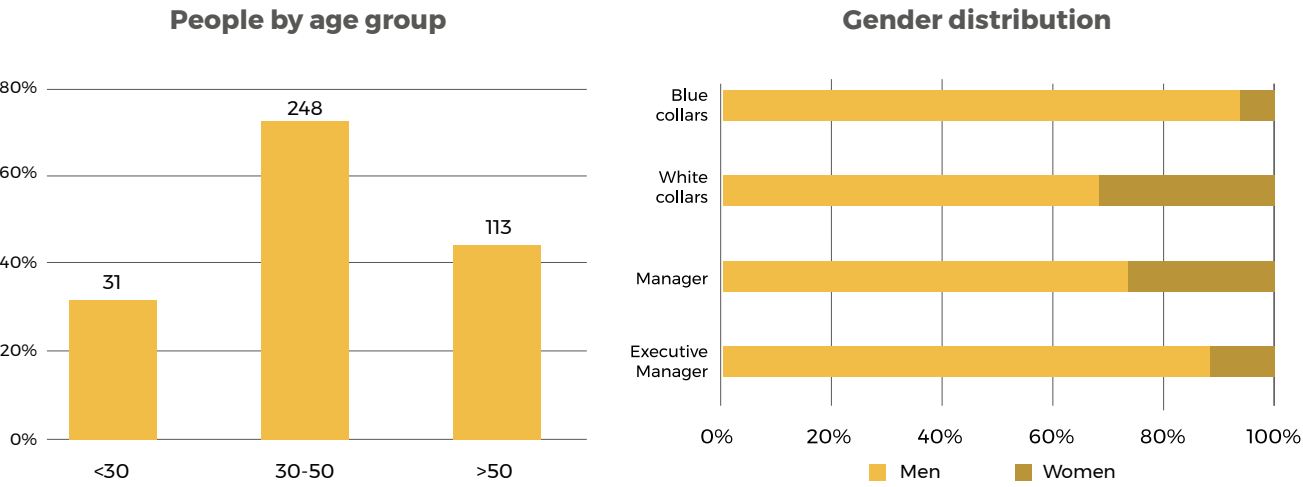
In addition to the **377 employees** based in Frosinone, Klopman also relies on 22 employees who are based in the different branches where the Company has commercial interests. 15 of them are men and 7 women, all with a permanent contract.

### Percentage of employees divided by contract type (fixed-term, permanent, internship) and by geographic area.

Contract type	2022/2023		2021/2022	
	Men	Woman	Men	Woman
Italy	89.13%	10.88%	89.01%	10.99%
Permanent contract	89.01%	10.99%	89.49%	10.51%
Fixed-term contract	100	0	72.73%	27.27%

Klopman offers employees the best possible contractual conditions. As a matter of fact, 98% of the employees have a permanent contract. Like last year, all Klopman employees have a permanent contract, both in Italy and abroad.

Due to the labour-intensive nature of Klopman business, inherent to the textile industry, most of the employees are blue collars, mostly with an age between 30 and 50 years old (around 51% of the workforce).



6.2 Taking care of our employees

Helping people achieve their potential is one of our HR goals. Within this philosophy our company has been working on competency model development and over the past year has started a new project named “People Strategy” in response to changes in the business that require more specialised professional figures, skills and competencies. The goal of this project is to design and implement a human resource model to:

- support corporate strategic policies defined in the Business Plan;
- contribute to the spread of organisational behaviour consistent with the desired corporate culture;
- identify and develop the managerial and technical skills, current and future, necessary for the implementation of corporate strategies.

Our effort to take care of our employees is proven by our very low turnover rate, that decreased from the previous year.

	2021/2022			2022/2023		
	Men	Woman	Total	Men	Woman	Total
	16	0	16	9	2	11
<30	2		2	2	1	3
30-50	4	1	4	1	1	2
>50	10		10	6		6

We respect and recognise the unique role of each employee and their contribution to the success of the company. All colleagues - regardless of their position, nationality, gender, religion, age - are equally treated and supported by the executives.

For our employees, we:

- offer training and career development opportunities;
- have efficient communications, information and co-determination systems;
- pay appropriate salaries and wages ;
- provide safe and hygienic working environments;
- carry out wellness projects;
- put a welfare plan in place for our employees.

Klopman's workers are **free to join trade unions**, and the company sees that its relationships with the unions are cooperative and friendly, so that workers may report their opinions to Human Resources directly or via delegates. During the fiscal year, our company maintained a collaborative and constructive relationship with union representatives that made it possible, among other things, to make the best use of the company's production capacity in the face of fluctuating phases of demand and to identify suitable solutions to cope with the abolition of certain tasks outdated by the company's organizational evolution.

The Company sets terms and conditions for employees which reflect the different legislative requirements and labour market conditions that exist in each country. All employees are covered by collective bargaining agreements.

With regard to Klopman's **remuneration policies**, Klopman has a framework for recognition and rewards internationally. The scheme operates various incentives for appropriate individuals, incentivising the delivery of particular divisional strategic, operational, safety and personal objectives. Executive Directors' pensions are aligned with the applicable law for each country. They receive a combination of family private healthcare, death-in-service and life assurance cover, long-term sickness and disability insurance, car allowance, free travel on the Company's services.

Training our employees

During the fiscal year, the company was able to fulfil its commitment to support and promote employees' professional growth through an amount of training hours equal to 1636. This means that on average, an employee has completed 4,3 hours of training during the fiscal year (of which 16h for executive managers, 5h for managers, 3h for white collars and 4h for blue collars).

Average hour of training	2022/2023			2021/2022		
	Men	Woman	Total	Men	Woman	Total
Executive Manager	16,14	15,00	16,0	16,14	15,00	16,00
Managert	4,81	5,50	5,0	9,88	11,33	10,27
White collars	3,09	3,28	3,14	3,11	3,11	3,11
Blue collars	4,21	4,50	4,23	8,26	9,00	8,30
Total	4,34	4,37	4,34	7,84	6,81	7,72



## 6.3 Our commitment to health and safety

The health and safety of our people is a key priority at Klopman, and therefore the commitment to making health and safety an integral part of daily operations is strong across management levels. We have appointed a Health & Safety Committee at facility level.

Klopman's assurance of the highest level of health and safety performance is shown by its international **certification to the standards of ISO 45001**. This demonstrates that the company has adopted the strong, risk-based and data-driven management systems needed to identify and control health and safety risks, reduce the potential for accidents and proactively improve overall health and safety performance, year on year. The entire workforce is covered by the occupational health and safety management system.

Klopman undertakes to:

- ensure and maintain a safe and healthy workplace environment and prevent injuries, illnesses or damage to the health of employees, suppliers, customers and visitors;
- continuously improve the management system's performance, not only with respect to the prevention of injuries and work-related illnesses, but also in terms of more general employee wellbeing;
- facilitate workers' access to non-occupational medical and healthcare services, by providing the possibility for every employee to benefit from free supplementary health insurance;
- adopt risk assessment criteria for all dangers relating to work activities, in compliance with national and international legislation, mechanism to minimize the risks associated with working activities;
- increase training and updates for all employees to make them more aware of the risks related to their activities and working environment;
- ensure that each worker correctly uses appropriate Personal Protective Equipment when needed;
- continue developing activities to spread a culture of safety to all suppliers and concerned parties.

This policy is shared with all Klopman personnel and all concerned parties online and via the company communication tools. Our organisation has formal agreements with trade unions concerning safety and health issues at the workplace.

Klopman fully complies to the principles set in Italian Legislative Decree 81/2008 regarding protection and prevention and providing a healthy, safe workplace to all workers. Within this framework we have our own risk assessment document and have appointed an HSE manager to monitor its application.

This ensures that all organisational processes and workplaces are analysed to identify possible dangers to safety and thus to define the

mitigating measures and establish intervention priorities.

The document, which is periodically updated whenever there is a plant, organisational or legislative change, is supported by management procedures, work procedures, and operating instructions. Klopman has a worker health and safety policy supported by an integrated management manual (Quality - Environment - Safety - Energy) and continuous health and safety monitoring through daily HSE audits. Klopman increased the number of internal auditors to further monitor compliance to ISO procedures, H&S rules and risk reduction.

Klopman's occupational health services are provided by qualified and specialised person-

nel, such as a competent doctor, who is available once a week at the factory to perform the normal activities of occupational medicine, and a nurse that offers a daily service for the staff in the factory. Engaging and training employees in health and safety topics is key. Employees are aware of the standard processes to flag work-related dangers and dangerous situations, that can be done also anonymously. All near misses are recorded and shared with the relevant corrective measures/actions taken.

Following the analysis of near misses, an information and awareness-raising campaign is carried out for the workers involved. In terms of training, there is an annual compulsory training plan based on the worker's job type. During the fiscal year 2022/2023, the total number of training hours for H&S were 1636 hours.

The consistent focus on improving workplace safety is measured through the high investments carried out in 2021 – over 400,000 euro in PPE, training, safety measures etc – to maintain our high standards and go beyond legal compliance unions concerning safety and health issues at the workplace. Moreover, in order to prevent injuries and accidents, Klopman adopts the latest safety measures on machinery (e.g., fixed platforms with handrails for the maintenance of various production machines) and its warehouse racks are totally inspected and overhauled.

In confirmation of Klopman's constant commitment to implement health and safety strategies and practices, and continuous work to better assess and manage risk, only one reportable incident occurred in the fiscal year 2022/2023 (just like in the 2021/2022 fiscal year).





# TRANSPARENCY IN THE VALUE CHAIN

**536**  
ACTIVE  
SUPPLIERS

**SUPPLIER  
PORTAL**

PLATFORM FOR  
**SUPPLY CHAIN  
ASSESSMENT**

## 7.1 Introduction



*"At Klopman we strongly believe in the value of transparency of all our operations. This approach to business is also reflected in the selection of primary suppliers. We ask them to sign up to our code of conduct and to embrace the same values of integrity and fairness that have made our company successful over the years."*

**Manlio Ferragni**  
Supply Chain & Purchasing Director

**B**ecause of Klopman's never ending commitment towards a more sustainable future, we understand that one of the key areas to closely monitor and adhere to stringent procedures on is its supply chain, especially given Klopman's international presence and the environmental repercussions that come with that. In an era where consumers and stakeholders alike demand transparency and ethical sourcing, our emphasis on supply chain integrity serves as a focus for sustainable practices.

From responsible sourcing of raw materials to reducing carbon footprints in logistics, every link in our supply chain is carefully set up to minimise environmental impact. By prioritising sustainability within our supply chain, we not only ensure the quality and reliability of our products but also contribute to a healthier planet and resilient communities.

During the fiscal year, more than 536 active suppliers were engaged by Klopman; they represented key partners with whom the company had a commercial relationship during the year. We focus on building strong, long-term relationships characterised by trust and transparency. We are committed to working together with our suppliers on improvements rather than terminating relationships.

Our organisation does not have a policy that favours locally based suppliers, but we currently give them preference where appropriate.

### FOCUS ON: OUR IMPACT ON LOCAL COMMUNITIES

The satellite activities and income generated by Klopman can be summarized as follows:

#### Local:

EMPLOYS OVER  
**230 PEOPLE**

GENERATES A TURNOVER OF OVER  
**€26 MILLION**

OVER  
**300 COMPANIES**

#### At a National level:

EMPLOYS AROUND  
**600 PEOPLE**

GUARANTEES A TURNOVER OF OVER  
**€60 MILLION**

OVER  
**750 COMPANIES**



## 7.2 Supply chain integrity

Ensuring our suppliers meet high social, ethical, human rights and environmental standards is a fundamental part of our responsible business approach, that aims at maintaining a resilient and certified supply chain in support of Klopman's sales and operations. We work actively to uphold human rights across our value chain and take a zero tolerance approach to bribery and corruption. Promoting transparency along the supply chain is enforced through contract terms, purchasing terms and conditions, and onsite social compliance visits. Klopman's approach to responsible sourcing goes beyond monitoring to engage our suppliers in continuous improvement:

### Ethical beliefs:

Klopman believes acting ethically means partnering only with suppliers who hold and adhere to similar ethical beliefs. In order to share our ethical principles, we annually send our internal Code of Ethics to our suppliers and strongly ask them to adopt the same in their companies. This allows for a comprehensive vision of ethical standards across the supply chain.

### Questionnaire:

We make sure our suppliers meet the standards of our company's Code of Conduct through a yearly qualification questionnaire and ensure that the principles are strictly adhered to. The questionnaire also discusses issues concerning Anti Corruption and Corporate Social Responsibility (CSR). The CSR topics covered are Code of Conduct, Environment, Safety & Health, Sustainability, Manufacturing, Product Improvement, Product Quality, Supplier Logistics and Supplier Purchase.

### Supplier certifications:

By monitoring suppliers' certifications, we make sure that they operate in an ethical manner with respect to human rights, workers' safety, and environmental practices. With regard to the company's main suppliers, Klopman gathers information on their compliance with quality, hygiene, health and safety in the workplace standards, and their environmental policies, by requiring ISO 9001, ISO 14001, and ISO 45001 certifications and monitoring their expiring certifications dates.

### Certificated supplier scoring:

We assign a score value for each certification to determine a supplier chart and be aware of their commitment on CSR matters. This scoring mechanism serves as a structured framework to assess and quantify the extent to which suppliers align with established CSR benchmarks. Each certification is accorded a specific score reflective of the level of compliance and dedication demonstrated by the supplier in areas such as ethical business practices, environmental sustainability, and social responsibility.

### CSR audits:

Our main critical suppliers are screened yearly through CSR internal procedures aimed to control and mitigate risks in our supply chains. Starting in 2022 in India, we have implemented a proactive approach to CSR by deploying our advisors to conduct comprehensive audits within supplier factories. Our advisors engage in thorough assessments to evaluate compliance with established CSR standards and track their progress upon time related to several CSR areas such as ethical standards, working conditions (e.g. child and forced labour, non-discrimination, freedom of association, health and safety, wages, benefits, working hours) and environmental management.

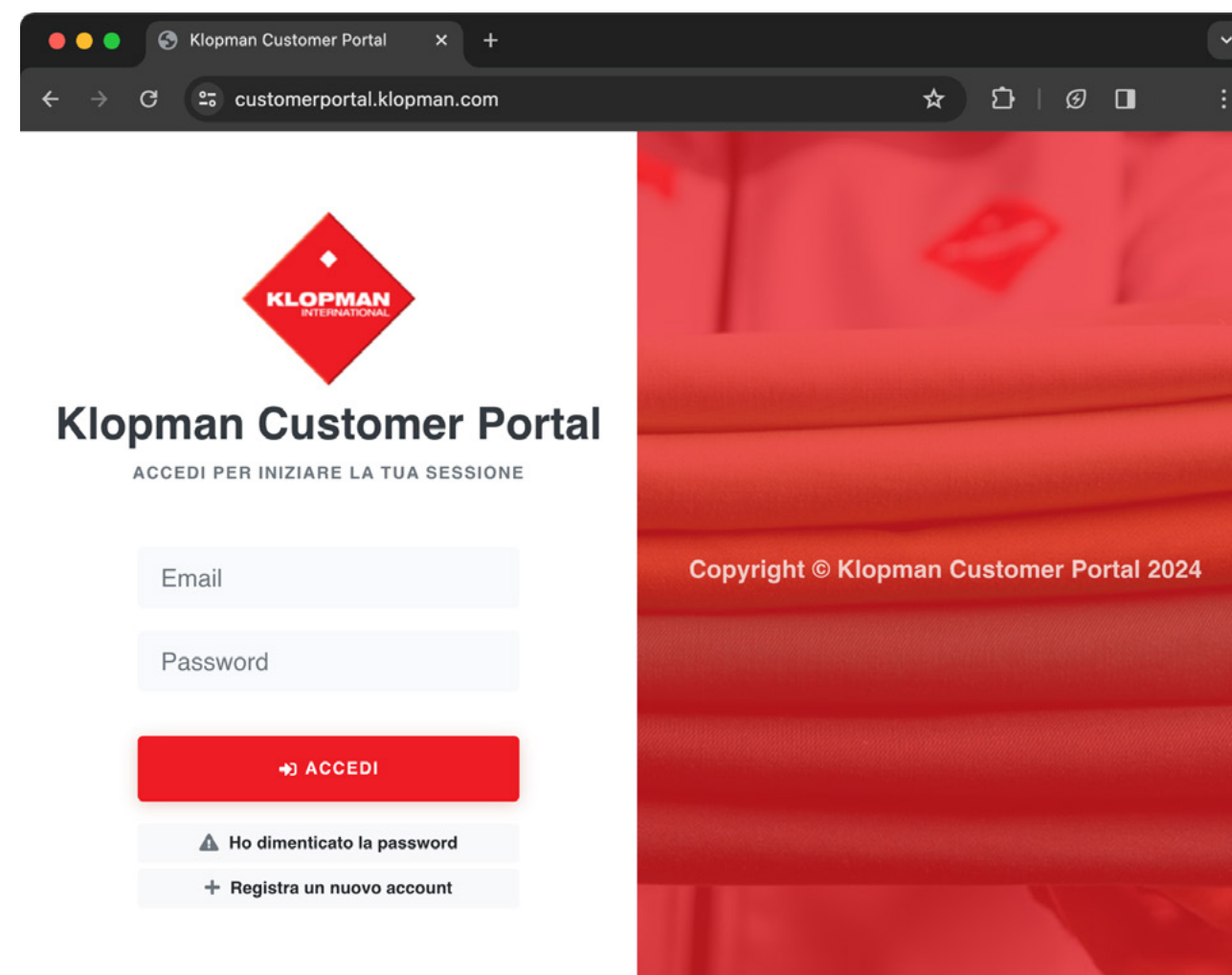
### Platform for supply chain assessment:

In order to improve our commitment to CSR, we joined Sedex in 2023, which is a platform that provides full visibility into the suppliers and their supply chain sustainability performance. We are currently requesting our suppliers to join the database and update their performance and third party audits, in order to build our supplier database and be updated on their performances



### New Supplier Portal<sup>®</sup>:

Klopman has designed and implemented an innovative web-based application called Supplier Portal. This portal is shared with suppliers and aims to speed up the entire information flow between all parties, optimising time and processes. Klopman's Supplier Portal provides a shared end-to-end vision of the Supply Chain process, generating interaction with suppliers and promoting transparency in the supply chain.





KLOPMAN INTERNATIONAL  
SUSTAINABILITY REPORT 2022/2023

# COMMUNICATION AND SOCIAL COMMITMENT

**INTENSE  
LOCAL SPONSORSHIP  
ACTIVITIES**

**RAISING ESG  
AWARENESS ON  
OUR STAKEHOLDERS**

## 8.1 External initiatives

**K**lopman's commitment to communication is a part of the values it holds to transparency, responsibility, and active engagement with stakeholders. The company views effective communication as essential for building trust and contributing to societal betterment. Klopman's strategy involves sharing information openly about its operations, policies, and performance, allowing stakeholders to make informed decisions and hold the company accountable.

The company actively participates in initiatives beyond business objectives, focusing on environmental sustainability, community development, and employee welfare. The company believes in demonstrating that profitability and social responsibility can coexist harmoniously in the textile industry, through the participation at different events and its corporate and product communication.

## Events

Communication for Klopman is not only a sales initiative but a way to create value for the clients. We have very long-lasting relationships with our collaborators, and we will widen our existing supplier portal to be able to give an immediate overview of the source of our raw materials whenever requested. Here follows the entire list of events Klopman organised or joined during the last fiscal year.

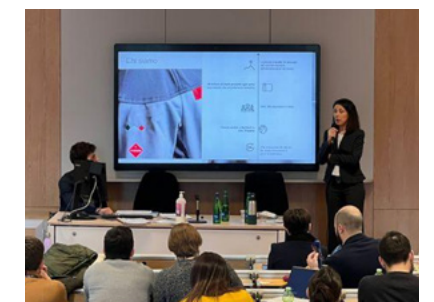
Klopman hosted the presentation of the guide of Repubblica "Ciociaria - I cammini", a guidebook published by la Repubblica, that reveals itineraries to be carried out on foot within the territory where the company has been producing and working for over 55 years. Because of the important role the company plays locally, it was chosen as the ideal location for the presentation of the volume. The Guide leads readers through the mountains, the valleys and hills of the province of Frosinone, through 28 excursions between paths and trails that range throughout the Ciociaria. The presentation was held in the presence of journalists, writers, award-winning chefs and local authorities, and concluded with the awarding of prizes to some of the best of our territory. Klopman's choice of Klopman as the venue for the event underlines the company's focus and strong link with the territory.



The Klopman and TDV Industries Innovation two - days program has seen a work group visit the Lenzing Group plant in Austria. Klopman and TDV Industries Innovation days is a training and team-building activity the companies put on to grow their work group through the development of new skills and knowledge.



Klopman was invited from Unindustria to talk to the "Gruppo di Lavoro Sostenibilità Territoriale Aree Industriali" held at Luiss Guido Carli University and organized in collaboration with SOG/ANCI. Klopman was invited as a virtuous example of corporate sustainability and as an excellent example of collaboration with institutions. On behalf of Klopman, the Communications Manager Rossella De Angelis, explained how the company has been involved in the issues for years with the sole objective of doing its job well in full respect of the territory in which it operates.



Klopman has to honour to receive a visit from His Excellency Monsignor Ambrogio Spreafico, Bishop of the Diocese of Frosinone-Vero-li-Ferentino and Bishop-elect of the Diocese of Anagni-Alatri, at the factory. The visit -in the presence of the former CEO Alfonso Verdoliva, employees and union representatives- was an opportunity to touch on important topics: from producing in respect of the territory and people to the focus on sustainable products, and the safeguarding of jobs. The bishop greatly appreciated the serene atmosphere and the technological level of the plant.





Klopman exhibited at Expoprotection in Paris (15-17 November 2022), presenting our latest innovations in terms of safety, risk prevention and management.



Unindustria published the "Report on the territorial sustainability of an industrial area in the municipalities of Frosinone and Ferentino." Klopman achieved a final score of 4.30 (on a scale of 1-5), performing among the best on the scale examined by the study. The analysis looked at economic, environmental and social aspects. The report was an opportunity for us to measure ourselves together with other companies of the territory on the topic of sustainability and a reason to motivate us to do better and better, more and more for ourselves and the territory.



Klopman participated at the URBH (Union des responsables de blanchisserie hospitaliere) days in Dijon, France, meeting with a number of hospital laundries.



Klopman participated at the Techtextil in Frankfurt with a company booth.



Klopman organised a Sales conference with TDV in May 2022.

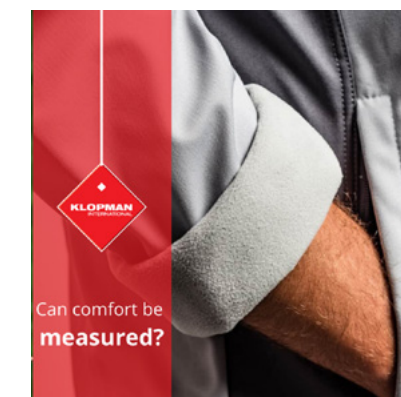


We are very glad of the visit of Europe's largest industrial laundries: a delegation from ETSA, European Textile Service Association. The right occasion to showcase the latest innovations at the plant, which are designed to ensure employees, suppliers and stakeholders a future of continuity, innovation and sustainability. During the visit, the delegation was able to see the huge investments the company is making in its Frosinone plant.



## CORPORATE AND PRODUCT COMMUNICATIONS

Responsible marketing is an important aspect of being a responsible company. We take it into consideration right from the start, when planning our communication campaigns and advertising our products, as we believe that responsible marketing builds trust between the company and its customers. Therefore, during the year, we raised awareness through our website and social media of relevant and sensitive ESG topics for the textile and workwear sector, ranging from energy efficiency, the quality and durability of fabrics, to the importance of certifications.



## PARTNERSHIP FOR THE GOAL

The transition from a linear to a circular economy is essential to preserve our planet's resources. It will be a long transition that no company will be able to make unless in agreement with other major players in the same supply chain. Klopman, a leader in workwear fabrics, is investing significant resources in the development of polyester/cotton fabrics that are recyclable and fed back into the same industry. The collaboration with Lindström Rester Ltd is one of these important steps on the road to saving the planet and the market. For more information on the collaboration, watch the video at the following [link](#)



# 8.2 Involvement in social benefits

Social commitment is firmly anchored in our corporate identity. One of the keys to sustained success and a sustainable future is having the right partners - partners as dedicated to responsible practices and innovative ways to improve performance on every level as we are.

Klopman makes sure its social sustainability commitment helps communities, supporting local and regional communities, and contributing to cultural and educational projects:

**Solidarity for Caritas:**

Klopman donates every year a sum to the local Caritas Diocesana of Frosinone to help people in need. Normally the activity takes place on the occasion of Christmas to buy a hot meal for all people in need during the festive period qualification questionnaire and ensure that the principles are strictly adhered to. The questionnaire also discusses issues concerning Anti Corruption and Corporate Social Responsibility (CSR). The CSR topics covered are Code of Conduct, Environment, Safety & Health, Sustainability, Manufacturing, Product Improvement, Product Quality, Supplier Logistics and Supplier Purchase.

**Klopman for the bees:**

Bees are at risk. And our ecosystem too. More than 80 percent of plant species and food production in Europe depends on the constant work of bees. Bees, in fact, not only produce honey, but they play a very important role in maintaining the biodiversity that is the basis of our Planet's survival. In recent years, unfortunately, their numbers are declining and they are at risk of extinction. That's why we decided to do our part, and we adopted 600,000 bees with a local supplier. The initiative was born at Christmas when we contributed to install new hives placed in the local apiary of the province of Latina through the purchase of honey. A small gift for us and for the planet.



**Donations supporting local initiatives:**

It is with great pleasure that Klopman has contributed with a small sponsorship to the production of beautiful artifacts at the Latina prison, in collaboration with Solidarte association chaired by the artist Giuliana Bocconcello. During the presentation of the works we had the privilege of personally meeting the women who participated in the project and witnessing their extraordinary enthusiasm and commitment. Involvement in artistic activities can truly represent an opportunity for social reintegration and change for these women, but also a source of inspiration for the entire community. Our involvement in this initiative reflects our commitment to social progress and civic engagement. We hope that this collaboration can serve as an example of how businesses can play an active role in promoting the well-being of the communities in which they operate. Preserving art can be a powerful tool for promoting positive social change



# GRI Content Index

**STATEMENT OF USE** Klopman Srl has reported the information cited in this GRI content index for the period 01.04.2022-01.04.2023 with reference to the GRI Standards.

**GRI 1 USED** GRI 1: Foundation 2021

**APPLICABLE GRI SECTOR STANDARD(S)** No applicable GRI Sector standard is available to the date of publication of this report

GRI Standard	Section	Remarks and Omissions
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021		
2-1	Organizational details	Chapter 1.3 Chapter 1.4
2-2	Entities included in the organization's sustainability reporting	Guide to the Report
2-3	Reporting period, frequency and contact point	Guide to the Report Contact point: rossella_deangelis@klopman.com
2-4	Restatements of information	Guide to the Report
2-5	External assurance	The sustainability report has not been externally certified.
2-6	Activities, value chain, and other business relationships	Chapter 1.4
2-7	Employees	Chapter 6.1
2-8	Workers who are not employees	All requirements omitted due to confidentiality constraints.
2-9	Governance structure and composition	Chapter 3.1
2-10	Nomination and selection of the highest governance body	Chapter 3.2



GRI Standard		Section	Remarks and Omissions
2-11	Chair of the highest governance body	Chapter 3.1	
2-12	Role of the highest governance body in overseeing the management of impacts	Chapter 3.1	
2-13	Delegation of responsibility for managing impacts	Chapter 3.1	
2-14	Role of the highest governance body in sustainability reporting	Chapter 3.1	
2-15	Conflicts of interest	Chapter 3.1	
2-16	Communication of critical concerns	Chapter 3.1	
2-17	Collective knowledge of the highest governance body	Chapter 3.1	
2-18	Evaluation of the performance of the highest governance body	Chapter 3.1	
2-19	Remuneration policies	Chapter 3.1 Chapter 6.2	
2-20	Process to determine remuneration	Chapter 6.2	
2-21	Annual total compensation ratio		The ratio of the annual total compensation <sup>[1]</sup> for the highest-paid individual to the median annual total compensation for all employees is equal to 9.35. The ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase in annual total compensation for all employees is equal to 2.50%.
2-22	Statement on sustainable development strategy. Statement on sustainable development. .strategy	Message from the CEO Message from the Managing Director	
2-23	Policy commitments	Chapter 3.3	
2-24	Embedding policy commitments	Chapter 3.3	
2-25	Processes to remediate negative impacts	Chapter 3.3	

GRI Standard		Section	Remarks and Omissions
2-26	Mechanisms for seeking advice and raising concerns	Chapter 3.3	Letter b of the GRI requirement was not applicable.
2-27	Compliance with laws and regulations	Chapter 3.1	During the reporting year there were no instances of non-compliance with laws and/or regulations in the social and economic area
2-28	Membership associations	2.3 Our stakeholders	
2-29	Approach to stakeholder engagement	Chapter 2.3 Chapter 2.4	
2-30	Collective bargaining agreements	Chapter 6.2	

MATERIAL TOPICS

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Chapter 2.4	
3-2	List of material topics	Chapter 2.4	All requirements omitted due to confidentiality constraints.

Circularity and Product Sustainability

3-3	Management of material topics	Chapter 5.2	
301-1	Materials used by weight or volume	Chapter 4.4	
306-3	Waste generated	Chapter 4.4	

Water Stewardship

3-3	Management of material topics	Chapter 4.3	
303-1	Interactions with water as a shared resource	Chapter 4.3	
303-2	Management of water discharge-related impacts	Chapter 4.3	

<sup>9</sup> Total annual compensation is based on gross amounts.

GRI Standard		Section	Remarks and Omissions
303-3	Water withdrawal	Chapter 4.3	Data on water withdrawal on areas with water stress in megaliters were not available

Climate Change and GHG Emissions

3-3	Management of material topics	Chapter 4.2	
302-1	Energy consumption within the organization	Chapter 4.2	
305-1	Direct (Scope 1) GHG emissions	Chapter 4.2	
305-2	Communication of critical concerns	Chapter 4.2	

Product Quality

3-3	Management of material topics	Chapter 5	
417-1	Requirements for product and service information and labeling	Chapter 5.5	

Customer Care

3-3	Management of material topics	Chapter 5.5	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 5.5	

Health and Safety

3-3	Management of material topics	Chapter 6.3	
403-1	Occupational health and safety management system	Chapter 6.3	

GRI Standard		Section	Remarks and Omissions
403-2	Hazard identification, risk assessment, and incident investigation	Chapter 6.3	
403-3	Occupational health and safety	Chapter 6.3	
403-4	Worker participation, consultation, and communication on occupational health and safety	Chapter 6.3	
403-5	Worker training on occupational health and safety	Chapter 6.3	
403-6	Promotion of worker health	Chapter 6.3	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 6.3	
403-8	Workers covered by an occupational health and safety management system	Chapter 6.3	
403-9	Work-related injuries	Chapter 6.3	Letter b of the GRI requirement was not applicable.

Human rights

3-3	Management of material topics	Chapter 3.3 Chapter 6.1	
406-1	Confirmed incidents of corruption and actions taken		During the reporting year there were no incidents of discrimination.

Business ethics

3-3	Management of material topics	Chapter 6.3	
406-1	Incidents of discrimination and corrective actions taken		During the reporting year there were no incidents of corruption.

Transparency in the Value Chain

3-3	Management of material topics	Chapter 7	
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GRI not related to any material topics

401-1	New employee hires and employee turnover	Chapter 6.1 Chapter 6.2	
404-1	Average hours of training per year per employee	Chapter 6.2	
405-1	Diversity of governance bodies and employees	Chapter 5.1 Chapter 6.2	



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