



**SUSTAINABILITY
REPORT
2023**

Lamintes

Performing technical fabrics

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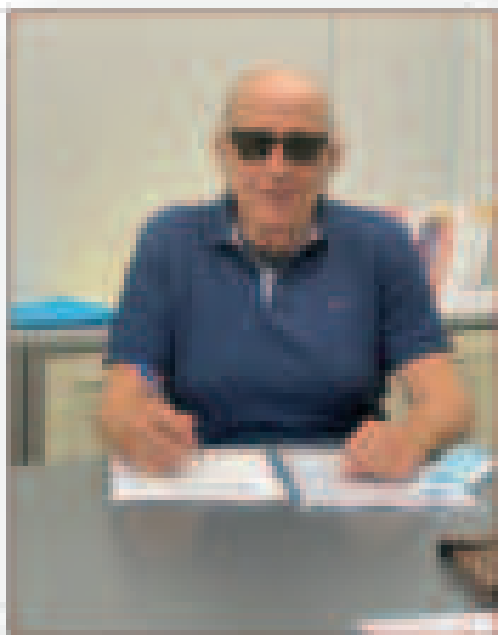
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Lettera agli stakeholder



Dear readers,

It is with great pleasure that we present to you our Integrated Report for the year 2023. This document represents an important testament to our ongoing commitment to a more sustainable, ethical, and responsible future.

In a constantly evolving world, we recognize the crucial importance of sustainability as a guiding principle in our operations and strategic decisions. Our vision is to create shared value by integrating sustainability principles into every aspect of our work.

We are strongly dedicated to protecting the environment and adopting practices that reduce the ecological impact of our activities. Moreover, the responsible management of natural resources, through the inclusion of certified origin fabrics in our offerings, is at the core of our business strategies.

The well-being and growth of our employees are fundamental to the success of our company. We promote a safe, inclusive, and stimulating work environment, where every individual can express their potential and contribute their best. Even in 2023, we actively supported projects and initiatives in our region, with the goal of contributing to the social, cultural, and economic development of the local context in which we are present.

Transparency, integrity, and ethics are essential pillars of our operations. We are committed to maintaining high standards of corporate governance, ensuring responsible management and open communication with all our stakeholders. We believe that dialogue and collaboration with all our stakeholders are fundamental to achieving our sustainability goals.

Looking ahead, we commit to pursuing our sustainability goals with determination, continuing to innovate and improve our practices. We are determined to make a positive contribution to society and the environment, creating long-term value for all. We wish to thank all of you—employees, customers, suppliers, local communities, and partners—for your ongoing support and collaboration. We invite you to read this report and share your observations and suggestions with us. Together, we can build a better future for everyone.

Graziano Maestrelli
Sole Administrator

Methodological Note

This document represents the third Integrated Report, hereinafter referred to as the Report, of Lamintess (Lamintess srl) and contains information relating to economic, environmental, social, personnel, human rights and anti-corruption issues to the extent necessary to ensure an understanding of the company's activities.

With the aim of effectively representing the value generated by Lamintess, this Report uses a structure that follows the breakdown by capital, i.e., the variables that determine the creation of value:



**FINANCIAL
CAPITAL**



**PRODUCTIVE
CAPITAL**



**INTELLECTUAL
CAPITAL**



**RELATIONAL
CAPITAL**



**HUMAN
CAPITAL**



**NATURAL
CAPITAL**



Methodological Note

The report was voluntarily prepared, accounting for a selection of the "GRI Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI), according to the reporting option **with reference to GRI Standards**. The GRI is the most widely recognized international reference for sustainability reporting; it is an independent international association that promotes the development of voluntary reporting of economic, environmental, and social performance. This document does not represent a consolidated Non-Financial Statement (NFS) as per Legislative Decree 254/16, and has not been subjected to third-party review.

Moreover, the information and data reported in the document refer to relevant issues identified through a materiality analysis for the company and its stakeholders.

Such information is summarized in the **GRI Content Index**, which allows for easy tracing of the indicators and other quantitative and qualitative information in the document.

The general principles applied are those established by the GRI Standards: materiality, inclusivity, sustainability context, completeness, balance between positive and negative aspects, comparability, accuracy, timeliness, reliability, and clarity.

This second edition of Lamintess's Integrated Report, which will be annual, covers the period **from January 1, 2023, to December 31, 2023**. Data from previous fiscal years are presented for comparative purposes, to allow an assessment of the company's performance over the biennium.

The scope of the data and information reported pertains to Lamintess Srl with operational headquarters at Via G. La Pira n. 9, and Via Salvador Allende, n. 5, Signa (FI). Any exclusions from the scope are appropriately described in the relevant sections of the document.

The collection and consolidation of the information and data reported were carried out with the involvement of various company functions and with the methodological support of Rewind Srl.

Particular significance was given to initiatives carried out over the years, demonstrating the company's commitment to sustainability and the creation of shared value, and to the results achieved in these areas.

Sustainable Development Goals

In its activities Lamintess strongly considers the 2030 Agenda, which is based on five key concepts:

People

fighting hunger and poverty in all its forms, ensuring dignity and equity.

Prosperity

ensuring prosperous lives in harmony with nature for future generations

Peace

promoting peaceful and inclusive societies..

Partnership

increasing adherence to the agenda.

Planet

protecting the Planet's resources and climate for future generations..



Materiality Assessment

For the 2023 report, Lamintess has revised its materiality analysis, aiming to align its operations with the evolving ESG trends within its industry sector. Conducted according to the GRI Standard 3, the analysis helped to identify and evaluate the most significant sustainability themes and the significant impacts that business activities generate or could generate on the economy, environment, and people, including human rights. The stages followed were:

- **Understanding the organization's context**, including its business model, corporate strategies, products, and services offered. Relationships with business partners, the value chain, and the market in which it operates were also evaluated through a benchmark analysis based on sustainability declarations from competitors and comparables.
- **Identifying impacts** through mapping both positive and negative, actual and potential impacts on the economy, environment, and people, including human rights.
- **Evaluating the impacts** based on their severity, scope, and likelihood, along with actual and potential benefits. For the 2023 report, both Italian and foreign employees and suppliers were involved.
- **Prioritizing the impacts**, establishing a materiality threshold for the issues deemed priority and highly significant.

Below is an overview of the themes and impacts assessed:



Materiality Assessment

Sustainability Themes	Impacts	Assessment
Health and Safety of Workers: Creation of a safe work environment and promotion of the physical and mental well-being of employees.	Positive: Minimization of workplace accidents and injuries. Negative: Damage to company reputation and potential sanctions.	Priority
Quality, Innovation, and Durability of Textiles: Commitment to excellence in quality, innovation, and durability of textile products.	Positive: Strengthening of brand reputation and customer loyalty. Negative: Loss of market share and competitiveness.	Priority
Customer Satisfaction: Focus on customer satisfaction through high-quality products and services.	Positive: Meeting customer needs and solidifying relationships. Negative: Erosion of customer trust due to unreliable services and increased complaints.	Priority
Ethical Business Conduct: Adoption of ethical and transparent business practices to build trust and integrity in the market.	Positive: Promotion of ethical and transparent behaviors based on legality, fairness, and honesty. Negative: Non-compliance with corporate ethical principles and lack of transparency in decision-making processes.	Priority
Sustainable and Certified Materials: Use of eco-friendly and certified materials to ensure sustainability and environmental responsibility.	Positive: Contribution to environmental protection in the textile sector. Negative: Challenges in achieving a true circular economy due to technical difficulties.	Priority
Development and Training of Personnel: Investments in professional growth and continuous training of employees.	Positive: Enhancement of employee skills and satisfaction. Negative: Dissatisfaction with professional growth expectations and increased turnover of qualified staff	Priority
Energy Consumption and Emissions: Monitoring and reduction of energy consumption and greenhouse gas emissions to minimize environmental impact.	Positive: Constant monitoring of energy consumption and CO2 emissions. Negative: Use of energy from non-renewable sources.	Very Significant
Responsible Use of Resources (Waste and Water): Efficient management of water resources and waste to reduce waste and promote recycling.	Positive: Contribution to the reduction of environmental degradation and reduced resource use in dyeing processes supported by external operations. Negative: Potential damage to company reputation and potential sanctions for environmental violations.	Very Significant
Support to the Territory and Local Communities: Initiatives to support and develop local communities through social and environmental projects.	Positive: Promotion of socio-economic development of local communities through active listening and improving their welfare. Negative: Failure to enhance the value of the area and its excellences, leading to lack of recognition by the community.	Significant
Generation and Distribution of Economic Value: Creation and sharing of economic value with all stakeholders.	Positive: Well-being of stakeholders and job stability. Negative: Limitation of investment capacity for business growth.	Significant

Profile and Identity of the Stakeholders

In the course of its operations, Lamintess considers the sharing of value with its stakeholders to be fundamental. The key stakeholders are as follows:

Clients

To fuel its growth, Lamintess relies on its clients and the value generated for them. Engaging in dialogue with clients is an indispensable daily practice.

Suppliers

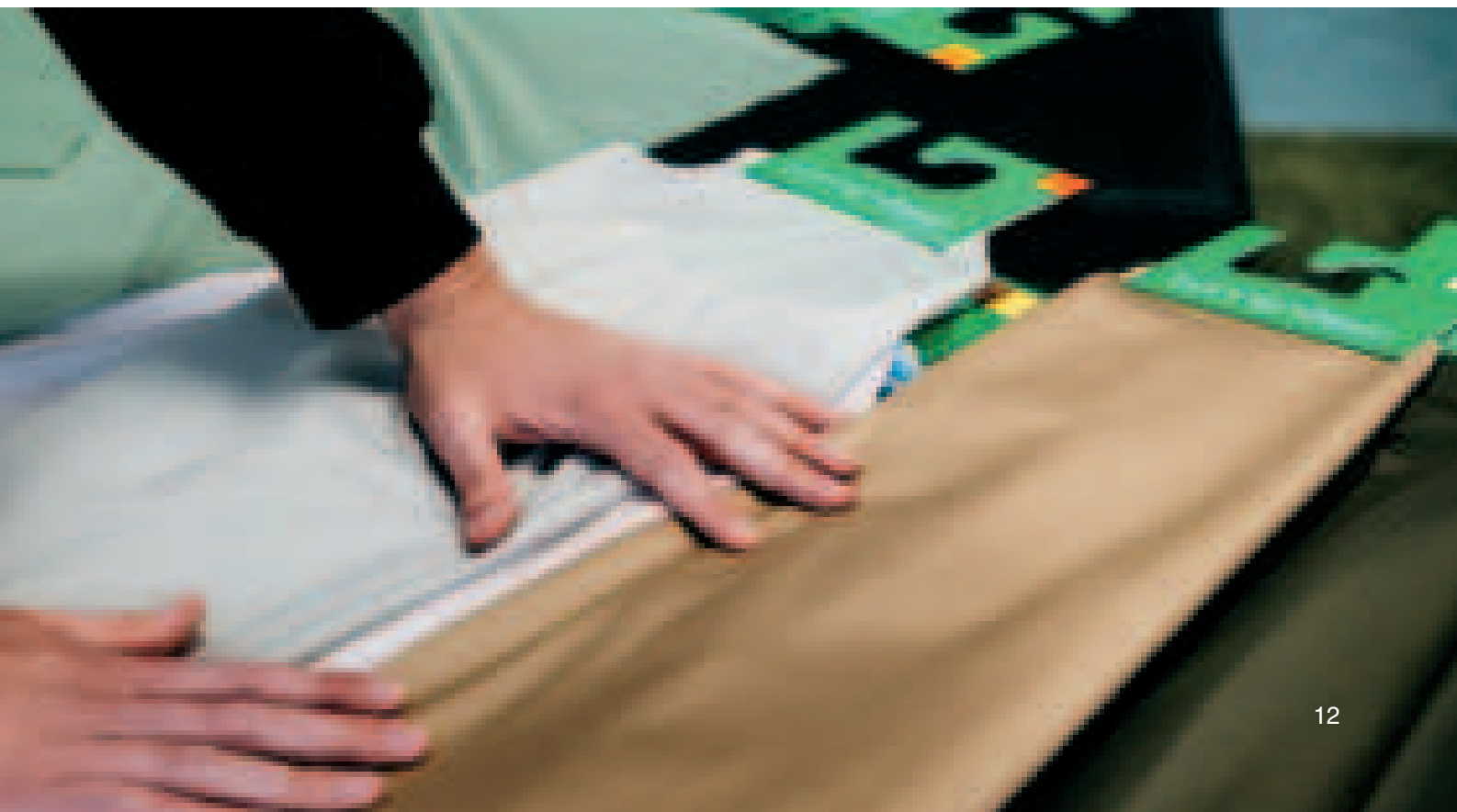
Lamintess pays particular attention to partner selection, choosing those with process and/or product certifications (in particular, OEKO-TEX Standard 100 and Global Recycled Standard). Lamintess collaborates with fabric manufacturers and suppliers of dyeing and finishing services.

Community

In the value creation process, Lamintess always keeps in mind the interests of the community in which it operates, with a focus on the preservation of ecosystems. The main objective in this context is to invest in renewable energy and to promote a circular economy.

Employees

Lamintess' employees are fundamental for company effectiveness and efficiency. One of the objectives is to improve the company's internal environment.



Communication and stakeholder engagement

Lamintess maintains constant relations with its stakeholders and their involvement is essential to better understand their expectations and needs.

Clients

Regular meetings and calls
Events
Direct sales

Suppliers

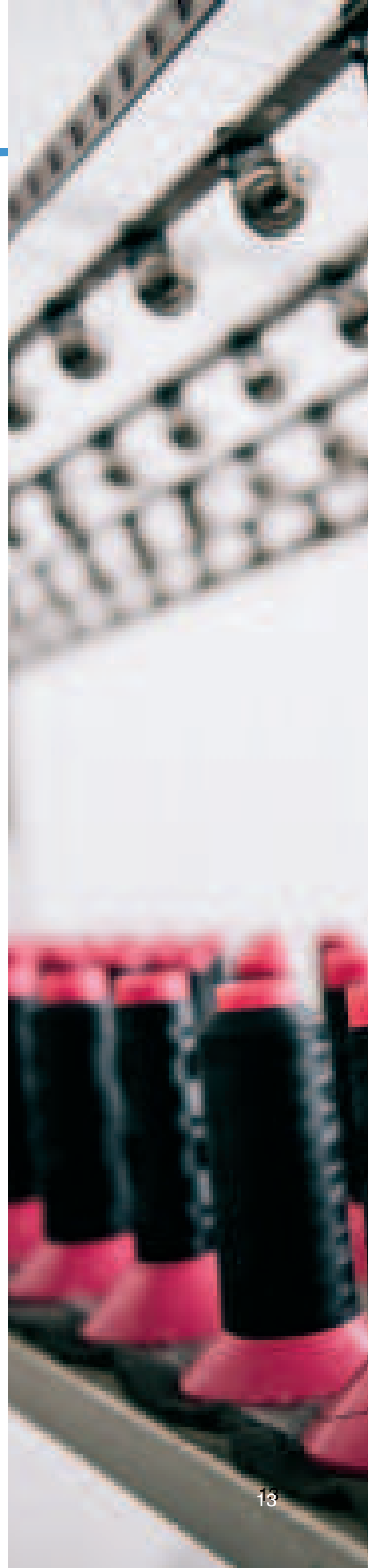
Proactive collaboration
Sharing of objectives and actions to meet quality standards.

Community

Sponsoring and donations to local cultural and sports organisations and associations
Meetings with the local community

Employees

Internal communication tools
Internal events



IDENTITY OF LAMINTESS

VISION

The world is increasingly interconnected and aware of the impact the fashion industry has on the environment. The aim is to offer products created with refined and innovative raw materials and transformation processes. In order to achieve the company's goals, it is essential that the **selection and sharing of corporate values with the supply chain** takes place. This is only possible in a conscious and cohesive corporate environment, where all are convinced that the future cannot be achieved without putting these values into practice.

MISSION

The Company aims to be a **point of reference in the textile world** for synthetic fabrics for sportswear, focusing on **quality proposition, flexibility, customer orientation and reliability**.

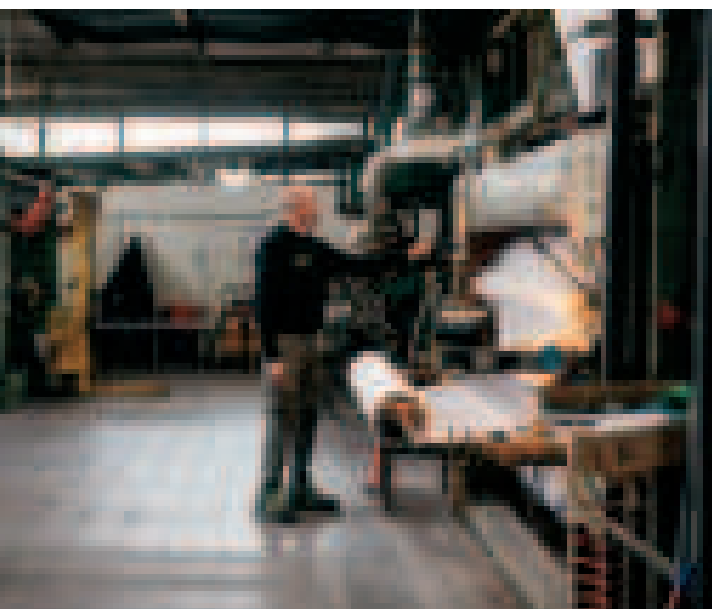


History of success

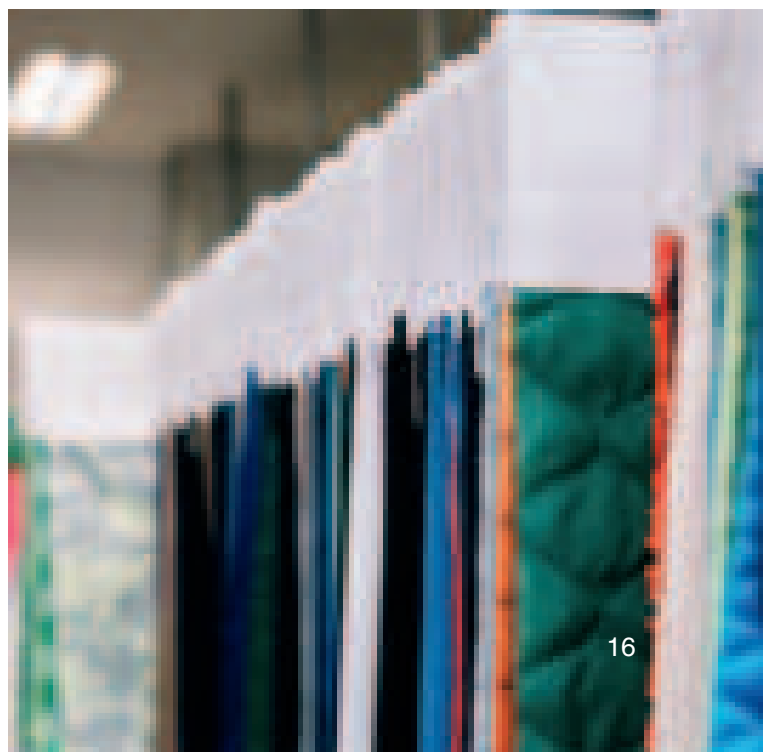
Lamintess was founded in 1965 by its current owner Graziano Maestrelli. The company originally started out in the furnishing textiles sector, but over the years became predominantly interested in the clothing sector.



Over the course of time, Lamintess has made significant investments to acquire state-of-the-art equipment dedicated to the laminating and quilting of fabrics. These machines have always been an essential component of Lamintess's ability to offer highly specialised products and services.



The company's main objective is to guarantee maximum precision and quality in reduced timescales in order to satisfy customer requirements. The constant pursuit of excellence has guided Lamintess' growth over the years, leading it to expand the company's premises to accommodate an ever-increasing number of systems for different types of processing. In parallel, the company has increased its staff, equipping them with specialised technical skills and a high level of professionalism.



The result of these efforts is a collection of high-quality textile products, characterised by craftsmanship and attention to detail.



In the 2000s, the significant increase in imports of low-cost clothing and the downsizing of the target market prompted Lamintess to review its business model. The company therefore oriented its strategic lines towards the production of synthetic and technical fabrics for clothing.

This new direction marked a significant evolution for Lamintess, which strengthened its commercial structure by expanding both in Italy and abroad. During these years, the company devoted significant resources to restructuring its internal processes, with a focus on the quality department in 2022.



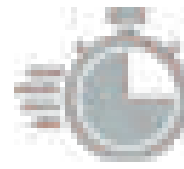
Core business di Lamintess

Lamintess is committed to the **research and development of technical fabrics** for the production of garments for the sportswear and luxury sectors. Materials conceived and developed with the aim of creating something unique as well as functional and comfortable.

Lamintess fabrics are conceived and designed **to last over time**.

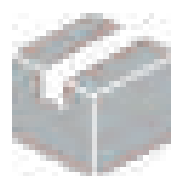
The company offers **over 300 different fabrics**: from the detail of the weave to the processing of the finish, everything is painstakingly managed down to the smallest detail to offer excellent and functional fabrics, the result of years of experience and specialised skills.

Lamintess is capable of producing a **wide variety of weights and finishes** used in the production of sportswear outerwear. **The speed of production** allows the company to keep **abreast of new trends**, while maintaining the optimisation of fabrics and their consequent **high technical performance**.



Fast Production

Thanks to innovative technologies and expertise developed after years of experience, Lamintess guarantees fast fabric production.



Extensive distribution

Through its dense sales network, Lamintess has managed to establish itself as a significant entity in the Italian and international markets.



High-performance fabrics

Every fabric produced is characterised by high quality and performance. All materials are carefully tested and analysed in order to offer unique fabrics that meet everyone's needs.



Immediate availability

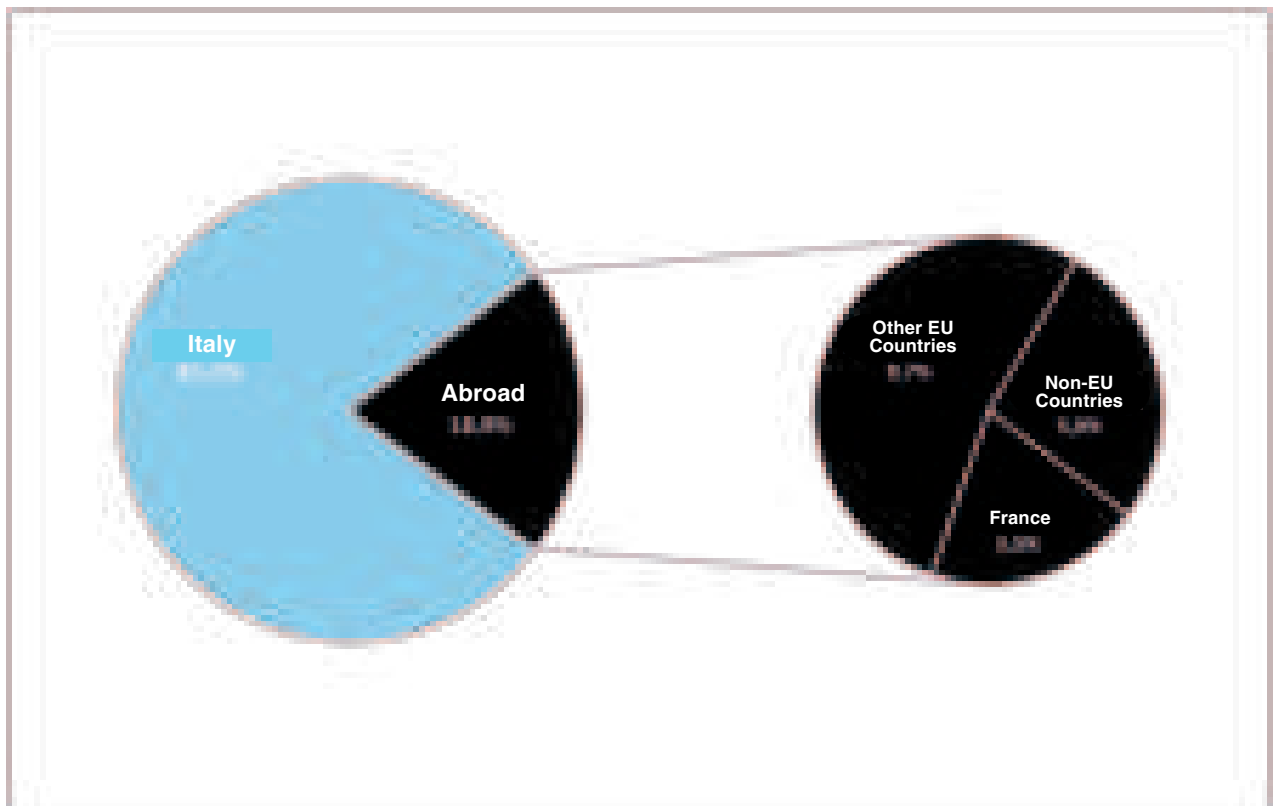
Given the speed of production Lamintess materials are always available with brief turnaround times.

Reference Market

Lamintess operates **as a textile converter**, whose role is to transform ideas that may originate either from the company itself or from the customer, collaborating with a network of trusted subcontractors and managing the entire production of an article from the first stages of the production chain to the realisation of the finished product. The company buys unbleached and semi-finished fabrics that are finished in specialised dye works.

The only in-house production department is laminating, which is performed in the upholstery sector.

The company operates mainly in the domestic market: approximately 80% of its turnover comes from Italy. See the chart below.



Supply Chain

The following two main categories of suppliers can be distinguished in Lamintess:

- **Fabric manufacturers:** a first group of companies supplies unbleached fabrics and is located in China; a second group supplies finished fabrics and accessories and is located in Europe.
- **Suppliers of dyeing and finishing services:** exclusively Italian companies.

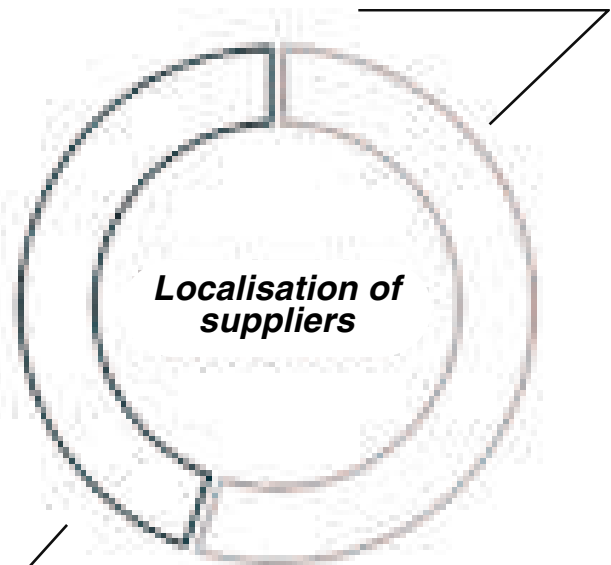
Of these categories, **26%** of the suppliers come from China, while the remaining **74% are from Italy and Europe.**

Furthermore, Lamintess maintains solid and trust-based relationships with suppliers who ensure essential services for the maintenance of daily operations, safety, waste management, infrastructure maintenance, and general services, which are equally crucial for supporting a functional and sustainable work environment.

Lamintess considers the quality of its suppliers to be a crucial element for business success and customer satisfaction. Through a structured evaluation system compliant with UNI EN ISO 9001 certification standards, the company monitors and analyzes the performance of its suppliers to ensure high standards of quality and reliability.

In 2023, 69.3% of Lamintess suppliers achieved good or high scores. Evaluating suppliers is essential to maintaining high and reliable quality standards, as required by UNI EN ISO 9001 certification. This process allows Lamintess to monitor performance, identify areas for improvement, and ensure that the materials and services provided meet quality requirements. In this way, Lamintess maintains rigorous control over quality while simultaneously strengthening collaboration and trust with its suppliers.

**ITALIAN AND
EUROPEAN
SUPPLIERS**



CHINESE SUPPLIERS

Responsible Management of the supply chain

Lamintess is highly committed to evaluating the **environmental impact associated with the production activities of its suppliers**, highlighting its deep awareness of environmental responsibility. The company is strongly committed to selecting and constantly monitoring its supply chain **in order to promote sustainable practices**.

Over the years, Lamintess has established **solid and long-lasting relationships with its suppliers**, based on mutual trust and the sharing of common values. This proactive collaborative approach allows for continuous improvement of processes and products. The main objective is to ensure the highest quality standards, while contributing **to the growth and development of suppliers' economic activities**.



Lamintess establishes strategic partnerships with suppliers, carefully considering the environmental impact that may be associated with the production of raw fabrics and dyeing and finishing treatments. To this end, the company selects suppliers that hold the **OEKO-TEX Standard 100 certifications for processes and Global Recycled Standard (GRS) for products**.

The first certification category focuses on ensuring the **safety of textile products** in relation to the use of harmful substances. Specifically, all companies that provide dyeing and finishing services are subject to a rigorous audit by an external body, while for raw fabric suppliers Lamintess contributes independently to analysing their production processes so that they comply with the requirements to obtain this certification.

The second category certifies the companies' ability to handle recycled **raw materials with complete traceability**. All Lamintess suppliers hold this certification, guaranteeing a concrete commitment to the responsible use of resources and environmental sustainability.

In 2023, **about 26%** of Lamintess suppliers have the **OEKO-TEX Standard 100 certification**, **41% are GRS certified**. Additionally, **about 24%** of the suppliers hold both certifications.

Governance of the organization

Lamintess has adopted a governance system that provides for the presence of a **sole administrator** in the person of Maestrelli Graziano, present since its foundation, who defines and plans the strategies and policies related to the general management of the company, as well as the manner in which they are implemented.

SOLE ADMINISTRATOR

NAME	AGE	GENDER	IN CHARGE SINCE
Maestrelli Graziano	>50	Man	06/04/2018



Quality Policy for Lamintess

Since 2023, Lamintess has adopted a Quality Policy, formalizing its commitment to and focus on meeting the expectations of its customers with the aim of continuously increasing their satisfaction.

The company employs qualified personnel and adequate infrastructure, ensuring a clear distribution of roles and responsibilities within the organization. Ongoing training of personnel is a priority, supported by effective internal and external communication to disseminate information.

Lamintess carefully controls every stage of the production process and regularly monitors customer satisfaction. Through internal inspection checks, the company ensures process oversight, implementing corrective and preventive actions promptly when necessary. The Management conducts periodic reviews to assess the effectiveness of the quality management system and to define improvement objectives.

Lamintess' general quality objectives include maintaining the contractual requirements agreed with customers, achieving and maintaining a high level of customer satisfaction, expanding its customer base, and seeking high efficiency in the production process.

These objectives are pursued with consistency and dedication to ensure high-quality fabrics and excellent performance.

Management System UNI EN ISO 9001:2015

Throughout 2023, Lamintess implemented a quality management system with the aim of obtaining certification in 2024. The UNI EN ISO 9001:2015 certification will be a formal recognition of the quality of Lamintess's management processes. This international standard confirms that the company operates according to high standards of efficiency and quality, ensuring a structured and systematic approach in managing activities. Achieving this certification demonstrates Lamintess's commitment to continuously improving its processes, ensuring products and services that fully meet customer needs.



Environmental Policy

Lamintess has formalised and adopted an Environmental Policy **to prevent pollution, guarantee the preservation and protection of the environment** and pursue continuous improvement of the organisation's environmental performance by minimising the risks related to the activities, products and services provided.

In detail, Lamintess is committed to **managing relevant environmental impacts** by ensuring maximum compliance with current regulations, monitoring consumption and avoiding waste. Furthermore, it is committed to formalising operational procedures and practices for the prevention and management of environmental emergencies.

Responsible Social Policy

Lamintess has also adopted a Social Responsibility Policy with the objective of **compliance with the main conventions of the International Labour Organisation (ILO)**, national legislation and national bargaining conditions in the area of:

- Freedom of association and the right to collective bargaining;
- Infant child labour;
- Child labour;
- Health and safety;
- Prevention of discrimination and abuse;
- Regularity and transparency in employment contracts; Registration of working hours; Payment of wages due.

Therefore, the company undertakes to monitor compliance with social criteria and to implement the necessary measures **to handle all aspects of Social Responsibility**, including the handling of complaints from company staff or third parties and the abstention from any manifestation of discrimination and the use of unfair disciplinary measures.



FINANCIAL CAPITAL

The set of funds that an organization can use to produce goods or provide services.

Analysis of the economic-financial trend

	2023	2022	2021
Turnover (€)	13.935.626	15.518.814	13.064.786
EBITDA (€)	943.026	1.493.756	1.216.762
EBITDA %	6,57 %	9,36%	8,86%

2023 has seen the fashion industry face a delicate economic phase, characterized by a decrease in international trade and geopolitical risks.

The economic performance of Lamintess has also been influenced by the current economic situation, showing a reduction in its business volume of about 10% compared to the previous year.



Generated and Distributed Economic Value

Generated Economic Value includes net revenues (revenues, other operating revenues, net of credit losses, financial income), while includes costs reclassified by stakeholder category and any dividends distributed.

Retained Economic Value is relative to the difference between Generated and Distributed Economic Value, and includes depreciation and amortisation of tangible and intangible assets, provisions and prepaid/deferred taxation.

	2023	2022	2021
Economic value generated (€)	14.355.000	16.486.424	13.807.384
<i>Suppliers – operating costs</i>	10.508.299	12.359.640	10.387.535
<i>Human resources – personnel costs</i>	2.725.539	2.633.028	2.203.087
<i>Banks and financiers – Financial charges</i>	205.200	93.409	74.375
<i>Public administration – Taxes</i>	48.353	85.451	40.419
Economic value distributed (€)	13.487.391	15.171.528	12.705.416
Retained economic value (€)	867.609	1.314.896	1.101.968

Approccio alla fiscalità

Lamintess, in carrying out its business, acts in compliance with current regulations. The company undertakes to inform its stakeholders about its strategies and results achieved, in a clear and transparent way.

This approach is also respected in tax matters. As regards the tax jurisdiction of Lamintess, please refer to what is indicated in the explanatory notes to the financial statements for information relating to the taxes for the year and the accounting criteria applied.

To ensure greater transparency, Lamintess has decided to appoint an external auditor to carry out the legal audit of the accounts and the certification of the financial statements.

PRODUCTIVE CAPITAL

The set of buildings, machinery, plants and equipment that an organization can use to produce goods and services.

Head Office



Head Office:

50058 Signa – Via G. La Pira n. 9

Lombratese

Production development

Lamintess has its roots in the artisanal production of fabric couplings for furnishings, and the characteristic of craftsmanship constitutes a fundamental pillar of its production. At the same time, the company is constantly committed to investing in cutting-edge systems specifically designed for this process, thus ensuring the achievement and maintenance of high technological standards.

In relation to the clothing sector, the internal activity carried out consists of the quality control of fabrics. In line with this commitment, during 2022 Lamintess introduced new systems to optimize the process.

An example is represented by the reel, connected to a system equipped with 4.0 software integrated with the company management systems. Specifically, the machine is able to collect data in real time from all company units, thus allowing for more efficient quality control management and better activity planning.

The primary objective of Lamintess is to accompany each fabric with a complete and objective technical data sheet, thus guaranteeing the highest quality of the product and the ability to promptly respond to any complaints or problems related to the fabrics. The winder, in fact, is able to automate the quality control process, automatically records the peculiarities of the fabrics in the company database as well as any impurities and defects present in the products. This allows human errors to be minimized, ensuring high operational efficiency, improving customer satisfaction.

Furthermore, the advanced technology it is equipped with allows Lamintess to contribute towards more sustainable production, thanks to the optimization of energy efficiency and the significant reduction in raw material waste, thus promoting a positive impact on the environment and conservation of natural resources.

Line Lamintess

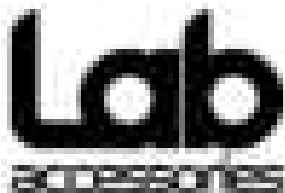
Lamintess has embraced sustainability in recent years, integrating its commitment also into the proposal of its fabric lines, designed to meet the needs of the contemporary textile market. Each line was developed with particular attention to quality, sustainability and customer satisfaction



The MOX line by Lamintess contains stock service items, inspired by the Latin term "MOX", which means "early". This line stands out for its rapid service, with low minimum order quantities and over 1,200,000 meters of fabric available for prompt delivery. It is ideal for those looking for efficiency and speed without compromising quality.



REVITEX is the line designed to promote the deadstock of Lamintess, i.e. those meters of fabric that have remained in stock for a long time, waiting for a new opportunity for use. This initiative reduces waste and incentivizes customers to contribute to a reduction in carbon emissions, promoting a zero carbon footprint. With REVITEX, fabrics find a second life, supporting more eco-sustainable practices.



The LAB line by Lamintess is designed to meet the needs of the accessories and footwear sector. The fabrics offered are innovative and high quality, designed to meet the specific requests of these sectors, while ensuring style and functionality.

INTELLECTUAL CAPITAL

Intangible assets
corresponding to
organizational capital
and the value of
knowledge.

The Lamintess decision making process

As in all structured realities, Lamintess makes its decisions at multiple levels. On a weekly basis, the Administrator Graziano Maestrelli plans a meeting with his closest collaborators **to address the most relevant issues for strategic purposes.**

Specifically, a dialectic opens up, **analyzing data and metrics**, on proposals for improving processes, on objectives and on crucial opportunities for the company.

The objectives are pursued by the various managers and are verified during subsequent meetings, possibly adapting **implementation strategies and tools**, if necessary, in order to ensure their achievement.

Finally, **a partial and schematic balance sheet** is presented on a quarterly basis to monitor the impact that the initiatives decided and then undertaken have on the company's financial performance, so as to be able to potentially correct unforeseen or unwanted effects.



Lamintess certifications

In the increasingly conscious landscape of the current textile industry, the importance of adopting responsible and sustainable business practices has become crucial.

In this context, Lamintess' commitment emerges clearly and exemplary. Through a targeted **path towards sustainability and quality**, the company has recognized the importance of obtaining OEKO-TEX Standard 100 and Global Recycled Standard (GRS) certifications. **This strategic choice goes beyond simple regulatory compliance**, representing an intrinsic commitment to responsible manufacturing and adherence to rigorous standards that encompass different aspects of sustainability in the textile industry.

The OEKO-TEX Standard 100 certification focuses on the safety of textile products with regards to harmful substances. Ensuring that the materials used in fabrics are free of chemicals harmful to human health.

On the other hand, achieving the **GRS certification** demonstrates the company's commitment to the circular economy and responsible recycling. This certification imposes rigorous controls on the traceability of recycled raw materials within textile products.

These certifications do not just represent a series of formal approvals, but embody the company's **tangible commitment to promoting values of transparency, integrity and responsibility**. As the industry adapts to growing consumer expectations and environmental challenges, Lamintess demonstrates that manufacturing excellence can go hand in hand with environmental protection and social well-being. The positive footprint left by Lamintess in the textile sector reflects a broader awareness that certifications are not only attestations of conformity, but **milestones in building a more sustainable and inspiring textile future**. By doing so, we not only earn the trust of consumers and partners, but also guide the path towards textile production that harmonizes quality, style and responsibility.

Investments in quality control

Since 2022, Lamintess has implemented important improvements in its quality control process including:

1. **Investments in advanced technology:** specifically, these are investments in new machinery integrated directly into company systems, which allow an objective evaluation of the products.
2. **Creation of a specialized technical office** made up of three young employees who receive continuous training from an external technical consultant. The office has several key responsibilities:
 - Sampling and evaluation of crude oils: the team is responsible for selecting and evaluating fabrics based on the specific requirements required.
 - Item Management: Manages the production of items in response to customer requests.
 - Control of production lines: takes care of printing, quilting and embroidery operations.

During these phases, the products undergo **rigorous quality control**. Initially, a visual inspection is performed to identify any obvious defects. Subsequently, through the use of cutting-edge machinery, **safety and performance tests** are carried out to ensure that the products meet the established quality standards.



RELATIONAL CAPITAL

Set of relationships between or within communities, stakeholder groups and other networks.

Membership in associations

Lamintess is a **member of Confindustria Toscana Nord**, an association committed to **promoting social and civil values in society and among entrepreneurs**. The association is dedicated to encouraging entrepreneurial behavior within a developing free society.

Confindustria Toscana Nord is committed to enhancing its ability to represent the different requests and interests of its members in a coherent and shared way. The association also promotes **synergies between the various components of the entrepreneurial system** and activates innovative services through the creation of collaborations and partnerships with external bodies.



Relationship with customers

Lamintess considers the relationship with its customers a fundamental priority, constantly striving to satisfy their needs and expectations. **Open and transparent communication** is the basis of this relationship, with active listening and a timely response to customer requests and feedback. Thanks to a structured and systematic approach, formalized in the UNI EN ISO 9001: 2015 certification, Lamintess has implemented standardized procedures for evaluating customer satisfaction.

This evaluation is conducted regularly through detailed analyses, which allow us to collect valuable data on the customer experience. The results, expressed as a percentage, provide a clear picture of the level of satisfaction and areas that need improvement. For the year 2023, **Lamintess has achieved a customer satisfaction level of 96%**, taking into account sales invoices and complaints received during the year.

The result is indicative of the high level of quality and service offered.

Lamintess' commitment to quality and customer satisfaction translates into concrete actions, such as the continuous updating of staff skills, the adoption of advanced technologies and the optimization of production processes. This proactive approach **not only consolidates customer trust, but also helps build long-lasting and fruitful relationships**, based on mutual respect and a constant pursuit of excellence.

Lamintess **manages customer complaints through a structured procedure** that involves the commercial department, the technical office and the administration. The complaint is initially received by the sales representative and then analyzed by the technical office, which requests a sample of the fabric and starts an investigation. Based on the results, the salesperson decides whether to accept the return. The administration issues a credit note if the return is authorized. All complaints are recorded and monitored to continuously improve the process.

Commitment to the territory

Lamintess is strongly committed to **contributing to the development and well-being** of the area in which it operates. The company believes in the importance of having a positive impact on the local community and actively engages in various social and cultural initiatives.

The company **supports local projects and organizations** that promote education, culture and sport.

Furthermore, it is actively committed to **promoting local employment**, offering job opportunities and developing talent within the area.

The company believes in **valorising local human resources** and the contribution they can make to the success of the company itself and the surrounding community.

Among these, support for the Signa football club, which promotes youth sporting activity; ANIEP, which supports the integration of people with disabilities; SAXOPHONE, a musical association; and LILA TOSCANA, which deals with the fight against AIDS. Furthermore, he contributes to the Filarmonica Verdi di Signa, to the C.F.T. ONLUS for the support of disabled people, the National Association of the Deaf-ONLUS and the Humanitarian Aid Association, engaged in international solidarity projects.



HUMAN CAPITAL

People's skills, abilities and
experience and their
motivation to innovate.

Composition of staff

Lamintess recognizes great importance to its collaborators, since the success achieved and the excellence of its articles is the result of the **commitment and enthusiasm of all the people** involved in the organization.

In 2023, **46 people** contributed to Lamintess' results, making up the workforce as of 12/31/2023. The workers category also includes the so-called "intermediate".

EMPLOYEES BY CATEGORY/GENDER	WOMEN	%	MEN	%
EMPLOYEES	12	52.17%	11	47.83%
WORKERS	3	13,04%	20	86,96%



Diversity and inclusion

Lamintess is constantly committed to offering equal opportunities in work and in the advancement of professionalism.

All workers are treated in accordance with their ability to satisfy the requirements of the job performed, avoiding any form of discrimination in all company processes and activities, starting from personnel selection.

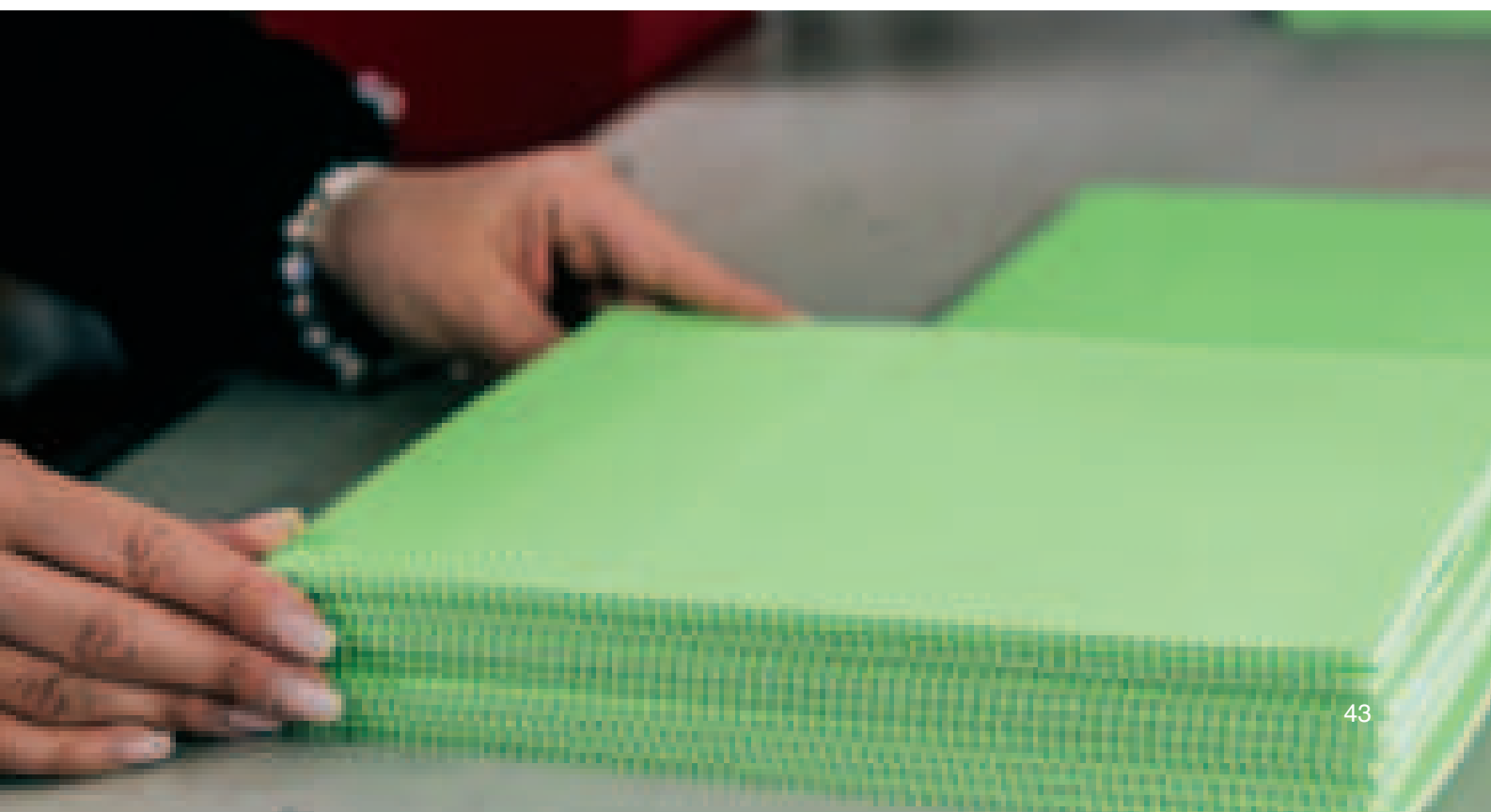
During the three-year reference period, **no incidents of discrimination were reported.**

The number of **women** present within Lamintess' human capital in 2023 was approximately 33%.

As regards the age range, the share of employees **aged between 30 and 50** represents 30% of the total company population. The average age, in fact, is 45 years.

Employees at the end of the period by age group and gender

Type	Women			Men		
	<30	30-50	>50	<30	30-50	>50
Role						
Employees	13.04%	26.09%	13.04%	17.39%	4.35%	26.09%
Workers	4.35%	8.70%	-	13.04%	17.39%	56.52%



Type of contract

Of the total employees, **85% are on permanent contracts** (11 women and 28 men), the remaining 33% are on fixed-term contracts.

The national **labor contract for the Textile, Clothing, Fashion Industry** applies to all employees.

	2023			2022			2021		
	W	M	Total	W	M	Total	W	M	Total
Permanent	11	28	39	11	31	42	12	29	41
Fixed-Term	4	3	7	3	1	4		3	3

Of the total employees, **96% are full time**. Furthermore, of the 2 part-time people the percentage is respectively 90% and 93.75% of the contractual full-time hours.

Hiring and turnover

Hiring	<30		30-50		>51		Incoming employees %	
	W	M	W	M	W	M	W	M
2023	1	2	1				21%	6%
2022	3	2	1				10%	5%
2021								

Terminations	<30		30-50		>51		Turnover %	
	W	M	W	M	W	M	W	M
2023				1	1	2	7%	9%
2022		1	2			1	5%	5%
2021						1		5%

Staff training

For Lamintess, **investing in the growth and development of its staff** is a crucial element for its success, which leads to numerous advantages, including greater motivation, productivity and adaptability to change of its employees and greater competitiveness of the company in the long term.

In 2023, **260 hours of both mandatory and non-mandatory training were provided**, divided as follows:

Mandatory training			Non-mandatory training		
Category of employees	Ore		Category of employees	Ore	
	Donna	Man		Donna	Man
Employees	35	43	Employees	6	-
Workers	61	22			

Health and safety at work

Lamintess operates in compliance **with legislation on health and safety at work** on the basis of the provisions of Legislative Decree 81/08.

This system aims to protect staff by providing healthy premises and carrying out prevention activities with a view to continuous improvement.

In 2023, only **one commuting injury was recorded**.



NATURAL CAPITAL

All environmental processes and resources, renewable and non-renewable, that provide goods or services for the past, present and future success of an organization.

Il nostro impegno

Lamintess is firmly committed to protecting the environment. **We recognize the importance of preserving natural resources and reducing the environmental impact** associated with the industry we are part of.

This commitment is realized through the adoption of **eco-sustainable and certified materials**, the **optimization of production processes**, the **implementation of low environmental impact technologies** and the constant search for sustainable alternatives throughout the entire supply chain.

We also collaborate with **partners and suppliers who share our vision** of environmentally responsible textile production.

Sustainability is at the heart of our mission and we are committed to reducing the environmental impact of the textile sector, thus contributing to the conservation of the environment for future generations. **We will continue to invest in initiatives and strategies that promote sustainability** and to work together with the entire supply chain to create an increasingly responsible and environmentally friendly textile sector.



Energy consumption

Lamintess is firmly committed to maintaining a responsible approach towards the environment and society, adopting concrete measures to ensure the always efficient use of energy resources.

The consumption of electricity and methane concerns the legal and operational offices and the laminating department. The same refers to the operation of production machinery, air conditioning and heating systems, the lighting system and the various IT tools for office work.

Energy Consumption	2023	2022	2021
Electricity	147.617 kWh	182.121 kWh	110.000 kWh
Methane	30.335 smc	38.766 smc	40.723 smc

Energy intensity ratios are used to define an organization's energy consumption in relation to a specific parameter. In the case of Lamintess and with reference to the year 2023, the index was calculated based on the total number of employees and hours worked

	2023		2022	
	Per employee	For hours worked	Per employee	For hours worked
Electricity	3.209 kWh	1,88 kWh	3.959 kWh	2,66 kWh
Methane	659 smc	0,39 smc	843 smc	0,57 smc

In its strategic vision, Lamintess **purchased a photovoltaic system** in March 2021. Currently the energy produced is totally fed into the grid, but a feasibility study has been started to convert the plant from complete transfer to on-site exchange.



CO2 emissions

The predominant **cause of climate change** lies in the greenhouse effect, which depends on the balance of greenhouse gases present in the atmosphere. However, in recent decades, human activities, particularly the excessive use of fossil fuels and massive deforestation, have altered this balance. As a result, the serious **repercussions on nature and people's well-being** are becoming increasingly evident.

To address these negative effects on the climate, companies must **commit to implementing efficiency and innovation strategies in their business**, starting from the production processes.

To start defining and implementing improvement actions, it is essential to **measure the carbon footprint of your organization**. This represents the essential starting point for understanding the actual environmental impact of company activities and for identifying the areas in which solutions can be adopted to reduce greenhouse gas emissions and promote more sustainable management of resources.

Lamintess, with reference to the three-year period 2021-2023, has quantified this impact in terms of **direct and indirect CO2 emissions**.

Direct emissions - Scope 1 (tCO2)	2023	2022	2021
Natural gas	60,40	77,18	80,75
Fuel	40,88	48,12	44,48
Indirect emissions - Scope 2 (tCO2)	2023	2022	2021
Emissions from electricity consumption (Location Based Method)	39,56	47,35	30,58
Emissions from electricity consumption (Market Based Method)	67,46	83,23	50,49

The following sources were used to calculate emissions:

Direct emissions (scope 1): DEFRA 2023 - 2022 – 2021 - Table of national standard parameters for material fuels 2022-2021. To estimate fuel consumption, we proceeded using the annual fuel costs divided by the average consumer prices of diesel in 2023, 2022 and 2021.

Indirect emissions (scope 2):

- Location-based: National Inventory Report 2022 - Italian Greenhouse Gas Inventory 1990-2020
- Market-based: European Residual Mixes 2022 "AIB"

CO2 emissions intensity index

With reference to 2023, the intensity index of CO2e emissions was measured

	udm	2023	2022
GHG emitted per employee – Scope 1	tCO ₂ e	2,1943	2,7239
GHG emitted per employee – Scope 2 <i>Location Based Method</i>	tCO ₂ e	0,8600	1,0294
GHG emitted per employee – Scope 2 <i>Market Based Method</i>	tCO ₂ e	1,4665	1,8093

	udm	2023	2022
GHG emitted per actual hours worked – Scope 1	tCO ₂ e	0,0013	0,0011
GHG emitted per actual hours worked – Scope 2 <i>Location Based Method</i>	tCO ₂ e	0,0005	0,0007
GHG emitted per actual hours worked – Scope 2 <i>Market Based Method</i>	tCO ₂ e	0,0009	0,0012



Water consumption

Lamintess' activities do not involve the use of water within the production processes, but the consumption recorded refers to the use of sanitation services by staff. Compared to 2022, consumption is almost constant. The supply takes place via withdrawal from the municipal aqueduct.

Water resources aqueduct	mc	per employee	for actual hours worked
2023	241	5,24	0,003
2022	248	5,40	0,004



Consumption of materials

Lamintess is at the forefront of sustainable fashion. It combines style and environmental responsibility in the production of **high-quality furnishing and clothing fabrics with minimal impact on the environment.**

Regarding material consumption, Lamintess measures raw material purchases in metres. During 2023, the company purchased 3,100,000 meters of greige fabric, compared to 3,900,000 meters the previous year. The data also contains Oeko Tex certified materials, which represent 40% in 2023. Furthermore, in 2023 the materials for lamination were also added to the reporting: rubber, wadding and TNT. A notable aspect is the growing commitment to sustainability, highlighted by the increasingly greater quantity of **GRS certified raw fabric purchased** compared to the total purchases, as illustrated in the table below.

Purchased materials	2023	2022	2021
Total meters	513.712.942	-	-
Meters of crude oil purchased	3.100.000	3.900.000	3.650.000
Meters of GRS certified items	410.000	240.000	115.000

During 2023, Lamintess continued to increase the use of recycled items compared to the previous year, in line with its corporate strategy towards increasingly sustainable production.



Gestione dei rifiuti

Lamintess' approach to waste management reflects its commitment to reducing the environmental impact of its operations.

Waste management is conducted **in compliance with current regulations**, with particular attention to verifying the authorization requirements relating to the transport and disposal of waste. This ensures responsible and legal waste management. Within Lamintess, environmental efficiency indicators relating to waste production are monitored. This approach helps Lamintess identify opportunities to improve its processes and optimize waste management practices, contributing to the company's ongoing commitment to greater environmental sustainability.

During 2023, **the recorded waste production**, compared to the previous year, is stable, further consolidating the success of the company strategy aimed at improving product quality and optimizing operational efficiency, thanks to the introduction starting from 2022 of latest generation machinery from a technological point of view, which has made it possible to make the quality control process significantly more efficient, tangibly contributing to the reduction of waste.

TYPE	2023	2022	2021
Packaging	2.810 kg	6.760 kg	7.060 kg
Waste from processed textile fibres	18.900 kg	18.020 kg	26.360 kg
Spent printing toners not containing dangerous substances	28 kg	0 kg	19 kg





GRI CONTENT INDEX

GRI Content Index		
Declaration of use	Lamintess has reported the information cited in this GRI content index for the period	
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version	
STANDARD GRI	INFORMATION	LOCATION
GRI 2 - General Information	2-1 Organizational details	7-8;16-17
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	2-3 Reporting period, frequency and contact person	7-8
	2-6 Activities, value chain and other business relationships	18-21
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	201-1 Direct economic value generated and distributed	26-27
GRI 207: Cup 2019	3-3 Management of material topics	27
	207-1 Approach to taxes	27
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GRI CONTENT INDEX

GRI Content Index		
Declaration of use	Lamintess has reported the information cited in this GRI content index for the period	
GRI 1 used	GRI 1 - Fundamental Principles - 2021 version	
STANDARD GRI	INFORMATION	LOCATION
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	403-7 Prevention and mitigation of workplace health and safety impacts directly linked to business relationships	45
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	404-2 Employee skills upgrading and transition assistance programs	45
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Performing technical fabrics

