

CSP INTERNATIONAL FASHION GROUP

Sustainability Manifesto

2020



CSP*
INTERNATIONAL FASHION GROUP



Commitment and vision



We chose to invest in the future by focusing on our **new vision of eco-sustainability based on 3 pillars:** safeguarding resources, reducing environmental impact, transparency and traceability.

Safeguarding resources paying particular attention to the use of raw materials. Currently, most pantyhoses on the market are made of fossil-based, non-renewable materials. Our goal is to become increasingly independent from non-renewable raw materials preferring, the use of pre- or post-consumer recycled yarns or bio-based yarns. and researching eco-friendly materials for the development of long-lasting products.

Commitment to developing production processes with **reduced environmental impact.** This is why we have introduced a partial dyeing water recovery stage, which allows us to reduce the consumption of water and electricity. Furthermore, as of 2020 we have chosen to use energy from renewable sources.

Transparency and traceability define our value chain. With our "Made in CSP" project, we intend to disclose where and how the pantyhose and hosiery we produce are made.

Over the years we have accomplished a wealth of experience, which we cherish with affection at our production facilities in the province of Mantua (Ceresara), preferring where possible Italian manufacturing and outsourcing only when absolutely necessary.



Maria Grazia Bertoni

Chairman of the
Board of Directors,
CEO

Francesco Bertoni

CEO

Carlo Bertoni

CEO

WE LOVE OUR territory

The **CSP Group** was founded in 1973, thanks to the entrepreneurial skills of the Bertoni family, in Ceresara (MN) in the geographical area of Europe's most important industrial hosiery district.



We look **ahead...**

We are now a global company that produces and distributes hosiery, underwear, beachwear and innovative clothing all around the world.

* **85.3** million €

DISTRIBUTED ECONOMIC VALUE

* **703** Employees

OF WHICH 64% WOMEN

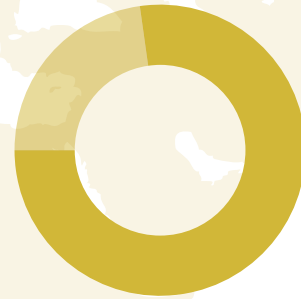
* **24%**

SUPPLIES ON TERRITORY

* **-49%** vs 2019

EMISSIONS REDUCTION

29%
Italy



71%
Foreign Countries

Driven by **environment** and **innovation**

We design collections and manufacture products according to a **sustainable business** model that is **traceable** in its various phases:

**innovation, certified,
regenerated or recycled
yarns and fabrics.**



OROBLÙ

PEROFIL

Luna di Seta
MILANO

PRF
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BELSENØ
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Well

SANPELLEGRINO

LE BOURGET
••• PARIS •••

TRANSPARENCY AND TRACEABILITY

We identify the production chain and transparency is the key of our communication



safeguarding CIRCULARITY

CSP has undertaken an important commitment towards its customers: **make its value chain transparent and traceable.**



We **map** the suppliers and monitor the production chain



We are **committed** to continuous research and selection of recycled and recyclable raw materials



We **certify** our products



We **communicate** the environmental and social impact of our production process





At the forefront of **Fashion** for many years

We are committed in the development of products consistent with **circular economy** principles.

Innovation

- **Eco-sustainable** Nylon 6.6 Fibre • Natural and **metal free** dyes
- Yarn from **regenerated** and selected • **Recycled cotton**
- **Repetable** - Yarns from recycled PET bottles • **Technological fibres**
- **Recycled polyester** • Packaging with **recyclable paper** and **eco-friendly inks**

impact

* **cutting**
CO₂ EMISSIONS

* **saving**
WATER RESOURCES

* **reduction**
OF WASTE PRODUCTION

* **cutting**
ENERGY CONSUMPTION

our

PRINCIPLES

Transparency and reliability

We are committed to providing transparent, true, complete and accurate information, and we support the importance of control activities in all our activities.

Fairness and good faith

We ensure the utmost commitment, care and professionalism in the running of our business.

Confidentiality

We consider confidentiality a fundamental and necessary rule of all our conducts, refraining, unless expressly authorized, from using confidential information, and, in any case, always in compliance with Privacy laws.

Compliance with legislative and regulatory provisions and observance of behavioural rules

We strictly observe the laws of the Countries in which we work and the corporate rules we have adopted.

Equality and impartiality in the treatment of employees, collaborators and customers

In our relationships, we avoid any form of discrimination on the basis of age, gender, sexual orientation, race, language, nationality, political and trade union opinions, religious beliefs.

Value of the person and of human resources

We protect and promote the value of the human person, acknowledging the central role played by human resources as an important factor in the success of any company.

**shared with... customers, employees, territory
and local communities, environment, suppliers,
partners and investors**



Compliance with legislative and regulatory provisions and **observance** of behavioural rules

Trasparency and **reliability**

Equality and **impartiality** in the treatment of employees, collaborators and customers

Value of the **person** and of human resources

ETHICS DIALOGUE

Honesty, fairness and **good faith**

Confidentiality

a story OF SUSTAINABILITY

1970

The **CSP Group** was **founded in 1973**, and over the years has always been able to contribute to the development of the territory and the growth of employment, now employing over **700** people.

1990

Building of the homogenisation basin and consequent **improvement of treatment of waste water** from industrial processes

1980

Expansion of water treatment plant at the dyeing plant in Ceresara (Mn)

2000

Replacement of textile machinery: **energy performance improvement**, reduction in consumption and recovery of hot process water

Installation of osmosis system for ironing before packaging

2010

Use of **metal free - skin friendly** dyes. Obtained OekoTex standard 100 certification for hoisery

Recovery of water heat at the end of the dyeing process: **30% reduction in gas consumption** (France)

Implementation of an integrated **environment and safety** management system (ISO 14001 and 45001 certifications)



2020

* Products

Development of production according to the logic of **reuse, recycle** and **sustainable packaging**, with the aim of increasing the use of recycled raw materials, safeguarding product quality

* Raw materials and Supply Chain

Selection and use of recycled and **recyclable raw materials**

Selection and management of suppliers, adoption of a short chain approach that ensures constant quality of the products and limits the need for transport of semi-finished products

* Environment

Use only electrical energy from renewable sources

Readjustment of cardboard formats, weight saving between spring 2019/2020 = **6 tons** Recovery of partial dyeing rinse water = **30% water gain** (Le Vigan)

Use of **eco-friendly raw materials**: organic cotton, recycled cardboard, ongoing studies to reduce the use of cardboard and plastic, recycled yarns

* Human Resources

In-house promotion, organization of skills transmission through tutoring

* Governance

Company's commitment to **eco-sustainability** in order to allow for a good flow of information about its commitment to eco-sustainability

Full compliance with obligations under the EU General Data Protection Regulation (GDPR) Approval and implementation of the Company's Environmental and Occupational Health and Safety Policy since 2014

* Territory

Financial **support** or product donations in support of local events or specific projects

Maintaining and promoting employment in the territory through "Made in France" development

our OUTLOOK 2030

A global challenge:
17 goals
to transform our world



The **Sustainable Development Goals (SDG)** adopted by United Nations in 2015 represent a wide plan of action with the aim to guide Organisations, Businesses and Civil Societies towards a more sustainable world.

Projects



ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Le Vigan (France) / Dyeing process (Chemical management):
Use of chrome-free dyes

Treatment of waste water with own purification plant



ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL

Environmental policy of responsible resource consumption



ENSURE ACCESS TO AFFORDABLE, RELIABLE, SUSTAINABLE AND MODERN ENERGY FOR ALL

Contract for the purchase of electricity from production facilities and shops in Italy produced from renewable sources

Initiatives already implemented for energy performance improvement projects



TAKE URGENT ACTION TO COMBAT CLIMATE CHANGE AND ITS IMPACTS

Heat recovery systems have been installed, using waste water from the production system (consumption savings of 30%)

Activities of research and development of new products to reduce energy consumption and raw materials in general



PROMOTE SUSTAINED, INCLUSIVE AND SUSTAINABLE ECONOMIC GROWTH, FULL AND PRODUCTIVE EMPLOYMENT AND DECENT WORK FOR ALL

The 'Made in CSP' model involves maintaining its production bases at the production facilities

CSP has adopted the ISO 45001:2018 health and safety management system since its entry into force

our COMMITMENT FOR A BETTER WORLD

For us, sustainability means being committed to building the future, aware of our role and responsibility.

This is why we have defined a **strategy** capable of combining our industrial and commercial policies with those of **sustainability**, identifying our contribution to the implementation of the **Sustainable Development Goals defined by the United Nations**.



REDUCE INEQUALITY WITHIN AND BETWEEN COUNTRIES

Adopting a personnel management policy that provides for the protection and promotes the supreme value of the human person, who must not be discriminated against on the basis of age, gender, sexual orientation, race, language, nationality, political and trade union opinions, religious beliefs



ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Integrating the principles of the circular economy into the "made in CSP" strategy and part of the Group's commitment: reuse/recycle logic of textile waste, regenerated products and sustainable packaging, use of materials

Optimisation of dyeing processes and reduction/elimination of substances deemed inconsistent with the CSP approach



CONSERVE AND SUSTAINABLY USE THE OCEANS, SEAS AND MARINE RESOURCES FOR SUSTAINABLE DEVELOPMENT

Sustainable packaging projects and implementation

Reduction of plastic consumption and waste



PROTEGGERE, RIPRISTINARE E FAVORIRE UN USO SOSTENIBILE DELL'ECOSISTEMA TERRESTRE

Projects and collections according to the principles of the circular economy and reducing the use of natural plant resources and packaging

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 **Certifications**



Producer of an amfori member, the leading
global business association for open and
sustainable trade. For more information visit
www.amfori.org



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