

PLISSÈ S.P.A.

RESPONSIBILITY

REPORT 2023



ABOUT US

"WORKING IN A ORGANIZATION TODAY MEANS CREATING VALUE AND ACTING FOR THE GLOBAL COMMUNITY, THINKING NOT ONLY ABOUT THE PRESENT, BUT ESPECIALLY THE FUTURE, WHICH MAY NOT BE ALL OURS, BUT IT IS OUR HERITAGE. THAT'S THE REASON WHY AT PLISSÈ WE ASK OURSELVES HOW TO EVOLVE PROACTIVELY IN RESPECT OF PEOPLE, THE PLANET, AND WORK, CONSTANTLY AND STEP BY STEP."

PAOLO MASON, CEO OF PLISSÈ S.P.A.

Plissé S.P.A. Group is an Italian fashion company, owner of the ready-to-wear brands Beatrice .b and Sfizio, which has been pursuing beauty for more than thirty years through an excellent Made in Italy production chain, attention to details and always new craftsmanship.

A hotbed of ideas and a meeting place for people since 1988, Plissé has always aimed at bringing the quality of the Italian know-how and an innovative aesthetic with a strong visual impact all over the world.

Supported by around 50 employees-collaborators, Plissé is present in the most important international markets: the United States, the Middle East, Russia, Europe and the Balkans and, of course, Italy with the presence of 2 monobrand stores and almost a thousand retailers. Furthermore, thanks to the direct international showroom in Milan and the presence at the Milan fashion week, Plissé communicates its strong Italian identity all over the world.



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PEOPLE

The value of a company is the value of the people inside it.

Attention to this fundamental component invites us to always pursue new objectives, strengthening a sense of corporate belonging as a single team, aimed at common uplifting objectives, promoting equal growth opportunities in work teams, not only based on gender , but also on age and maintaining equal salary for the same job-level.

Protecting the company's heritage and developing continuity programs for the sector's craftsmanship is also one of our most important goals, thus promoting a craftsmanship tradition that is developed and renewed within this organisation.



1.1 PROMOTE THE CODE OF ETHICS AIMED AT PROTECTING EMPLOYEES, STAKEHOLDERS AND THE COMPANY ITSELF



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1.4 ENHANCE A STRONG AND CARING CULTURE

1.1

**PROMOTE THE CODE OF ETHICS
AIMED AT PROTECTING
EMPLOYEES, STAKEHOLDERS
AND THE COMPANY**

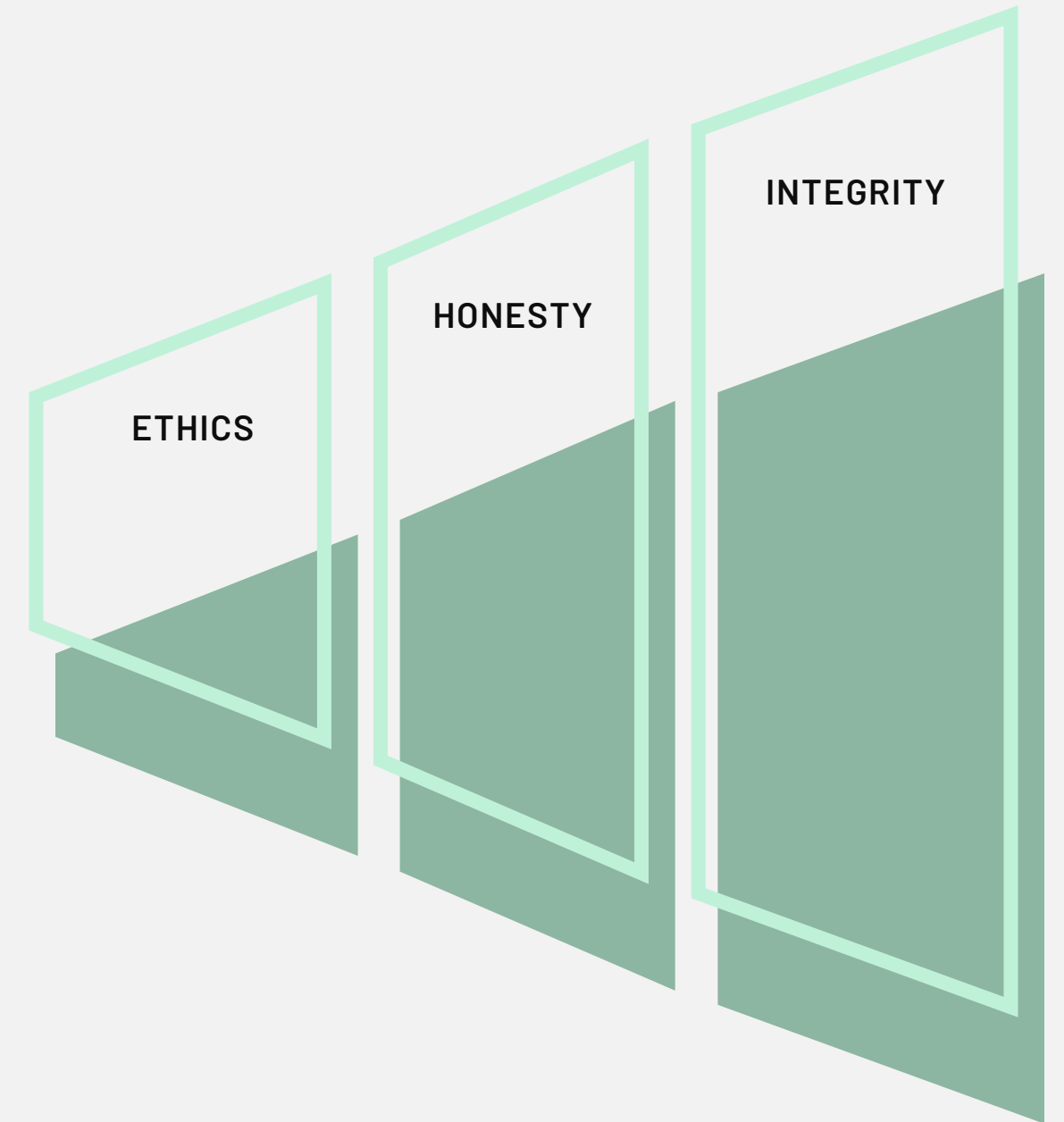


THE CODE OF ETHICS

In 2016, Plissé drew up its own Code of Ethics, complying with Italian Law 231 by promoting company procedures that guarantee the prevention of crimes, for the protection of employees, stakeholders and the company itself. The Code of Ethics regulates the set of rights and responsibilities that the company expressly assumes towards those with whom it interacts in carrying out its business. Plissé S.p.A. is aware of its active contribution, with a sense of responsibility and moral integrity, to the development process of the Italian economy, to the civil growth of the country and to the development of the “Made in Italy” in the world.

Plissé S.p.A. believes in the value of work and considers legality, integrity and transparency of action to be essential prerequisites for achieving its economic, productive and social objectives. The company affirms the adherence to its Code of Ethics in the pursuit of its social mission; it also has the aim of introducing and making binding for the company the principles and rules of conduct relevant for the reasonable prevention of the crimes indicated in Legislative Decree 231/2001. The Code of Ethics, considered as a whole and together with all the specific implementation procedures approved by Plissé S.p.A., is considered an integral part of the employment contracts in place and to be stipulated, pursuant to art. 2104 c.c. (Diligence of the worker) and collaboration contracts with external parties. Violation of its provisions will therefore constitute an offense of a disciplinary nature and, as such, will be prosecuted and sanctioned by the company pursuant to and for the purposes of art. 7 (Disciplinary sanctions) of Law no. 300/1970 (Workers' Statute - Rules on the protection of the freedom and dignity of workers, freedom of association and trade union activity in the workplace and rules on placement) and may lead to compensation for damages caused to the organization.

As for collaborators, consultants and self-employed workers (specified below among the recipients) who provide their services on behalf of the company and other third parties, the signing of this Code of Ethics or an extract of it or, in any case, adherence to the provisions and principles set out therein represent a "conditio sine qua non" of the stipulation of contracts of any nature between the company and such subjects. The provisions thus signed or, in any case, approved, even for conclusive facts, constitute an integral part of the contracts themselves.





THE ETHICS COMMITTEE AND THE PRINCIPLES OF PLISSÉ

In addition, given the relevance of the ethical principles, which are the basis of business management, an Ethics Committee is established, made up of three people who have the task of supervising, promoting the guidelines contained in the Code of Ethics and supporting collaborators at all levels of the organization. Based on what has been described so far, any violations by the subjects referred to in the previous paragraph of specific provisions of the Code of Ethics, based on their severity, may legitimize the company's withdrawal from the contractual relationships existing with said subjects and they can also be identified ex ante as causes for automatic termination of the contract pursuant to art. 1456 c.c. (express termination clause).

The following information constitutes elements of the Code of Ethics:

- general ethical principles which identify the reference values in the conduct of Plissé S.p.A. activities;
- the criteria of conduct towards stakeholders, identifying the guidelines and standards that the recipients of the Code of Ethics are required to comply with;
- the implementation mechanisms that define the control system for correct application of the Code of Ethics and its continuous improvement.

The principles and foundations that Plissé S.p.A. undertakes to respect towards anyone are:

integrity in compliance with laws and regulations, repudiation of any discrimination, centrality, development and valorisation of human resources and fairness of authority, territorial roots, transparency and business ethics, quality, diversity, confidentiality and protection of know-how and information, legality and the fight against terrorism and crime.

The company believes these values are essential to characterize its identity on the global market and constitute useful elements to increase the spirit of collaboration and responsibility of all the components operating with Plissé S.p.A.



1.2

**PROMOTE INCLUSIVENESS,
EQUITY
AND GENDER EQUALITY**

FEMALE STAFF

Our organization is proud to be able to count on approximately 90% of its staff being women. Women cover all the different roles of responsibility within the workforce. 74% of management roles are entrusted to women in the various departments: administration, style, product, commercial, marketing and communication.

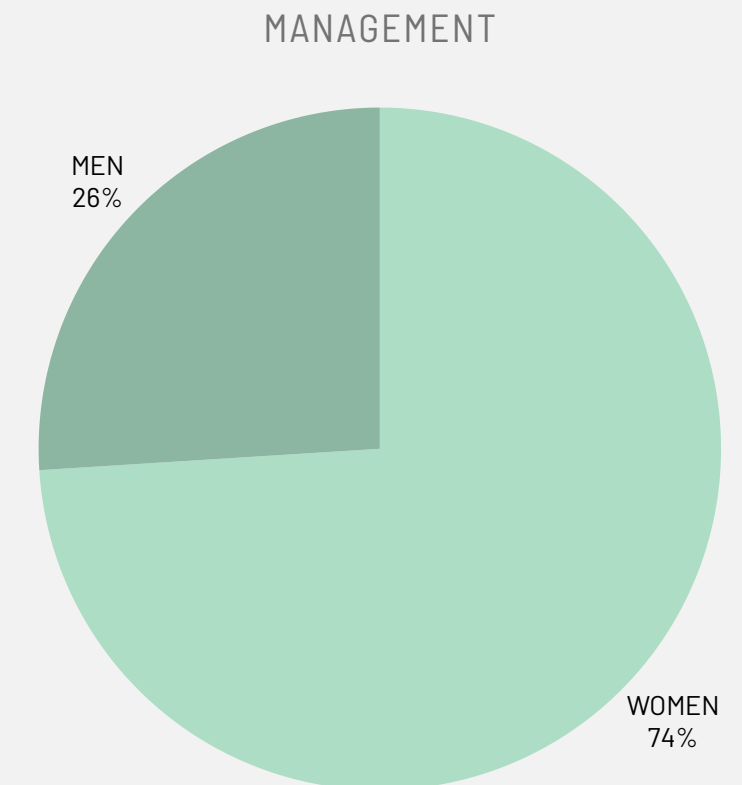
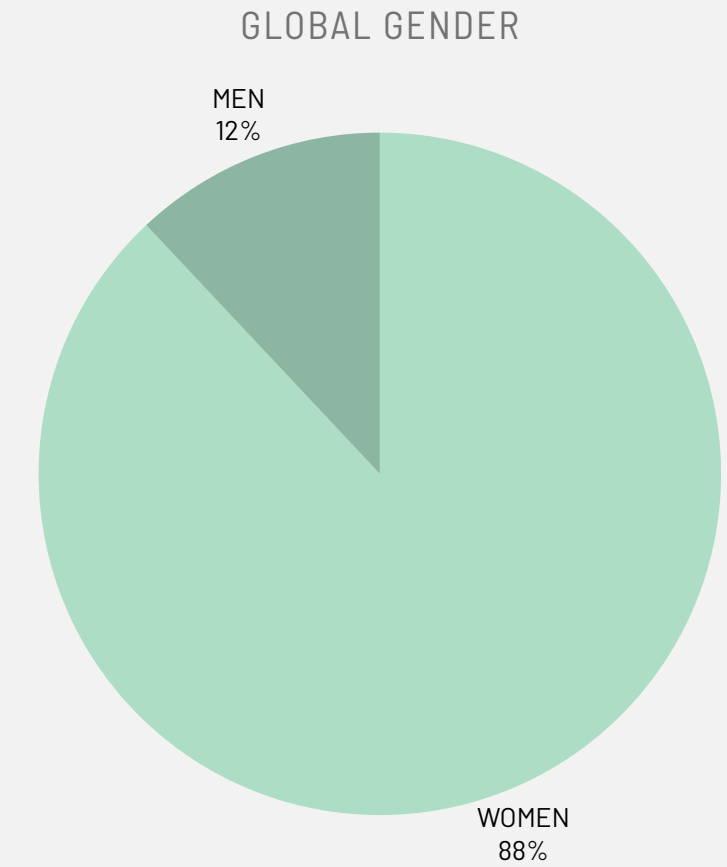
Women have always played a fundamental role in the company, as they are often rich in specific skills relating to the sector and bearers of a strong sensitivity, essential in the fashion sector.

GENDER PAY EQUITY

Over the years, attention towards gender equality has led to an increasingly careful analysis of the salaries, to eliminate the gender pay gap. To date, Plissé s.p.A. can say that the paycheques are fair and the salaries of men and women who hold the same role in the company are perfectly equivalent.

goal:

Our goal is to continue to enhance the role of women, promoting equal rights and inclusion. Gender equality has always been an essential value for us. For this reason, we will continue to give all our employees equal opportunities, committing ourselves to ensure that our yardstick is always aimed at the professional value of the person and not the gender they belong to.



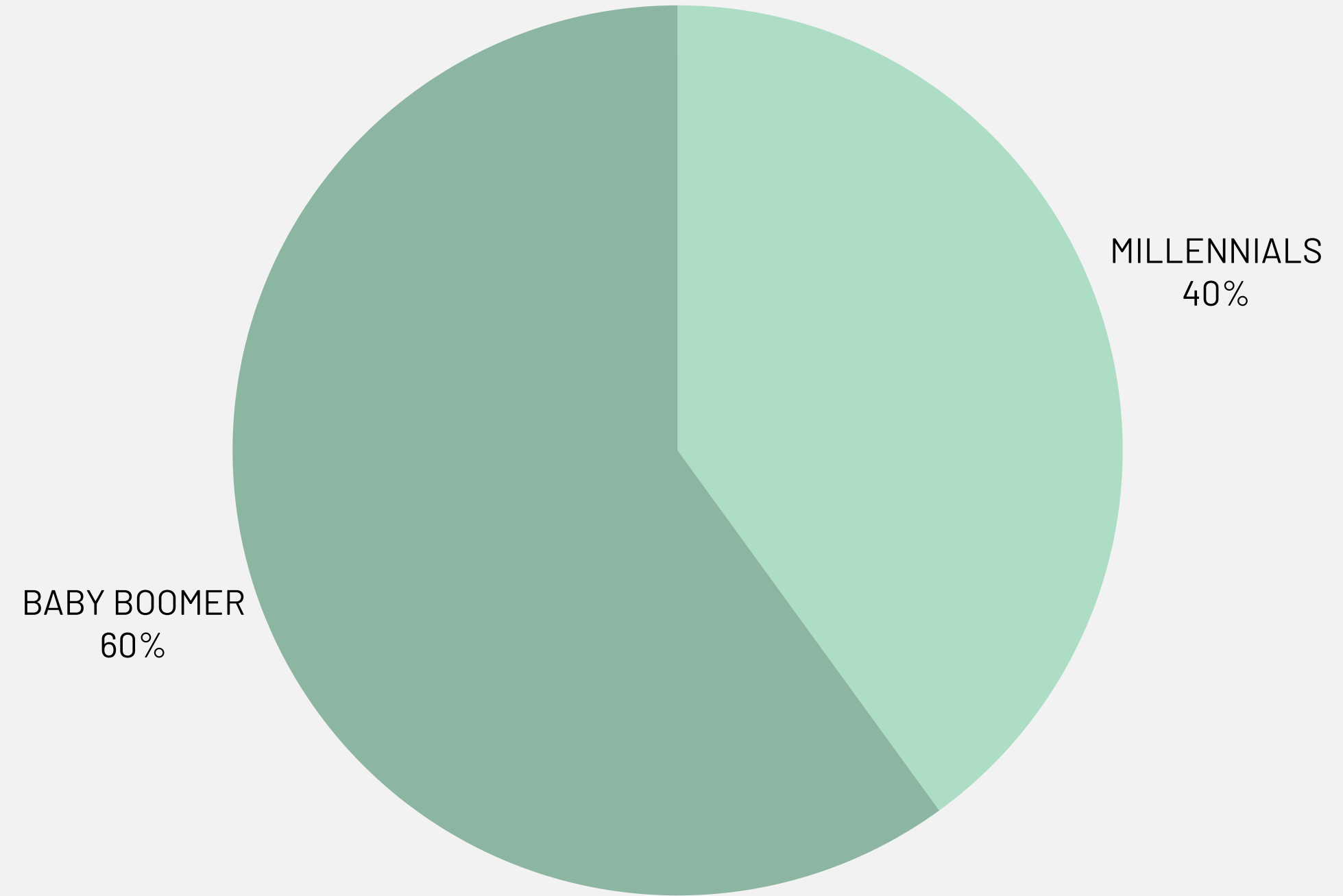
YOUNG STAFF

The generational turnover within Plissé demonstrates how much the organization relies on the strength of young people as the lifeblood of every change but also of maintaining the pace of growth and development: more than 40% of our workforce is represented by millennials.

Essential in the company policy is the hiring and placement process which, although it almost always starts with an internship, is still aimed at training and subsequent hiring and never at the temporary exploitation of the person. These percentages favor a convergence of experience and new skills resulting in important evolutions and improvements in the internal processes.

goal:

Our objective is to increasingly involve younger people also in managerial and decision-making roles, in such a way as to create a staff in which multiple generations are embraced who naturally bring different points of view, offering, on the one hand, innovation and novelty, on the other, solidity and experience. This will be done by first placing juniors alongside a senior figure, creating opportunities for growth and vision, and in addition by creating round tables where age heterogeneity is always respected.

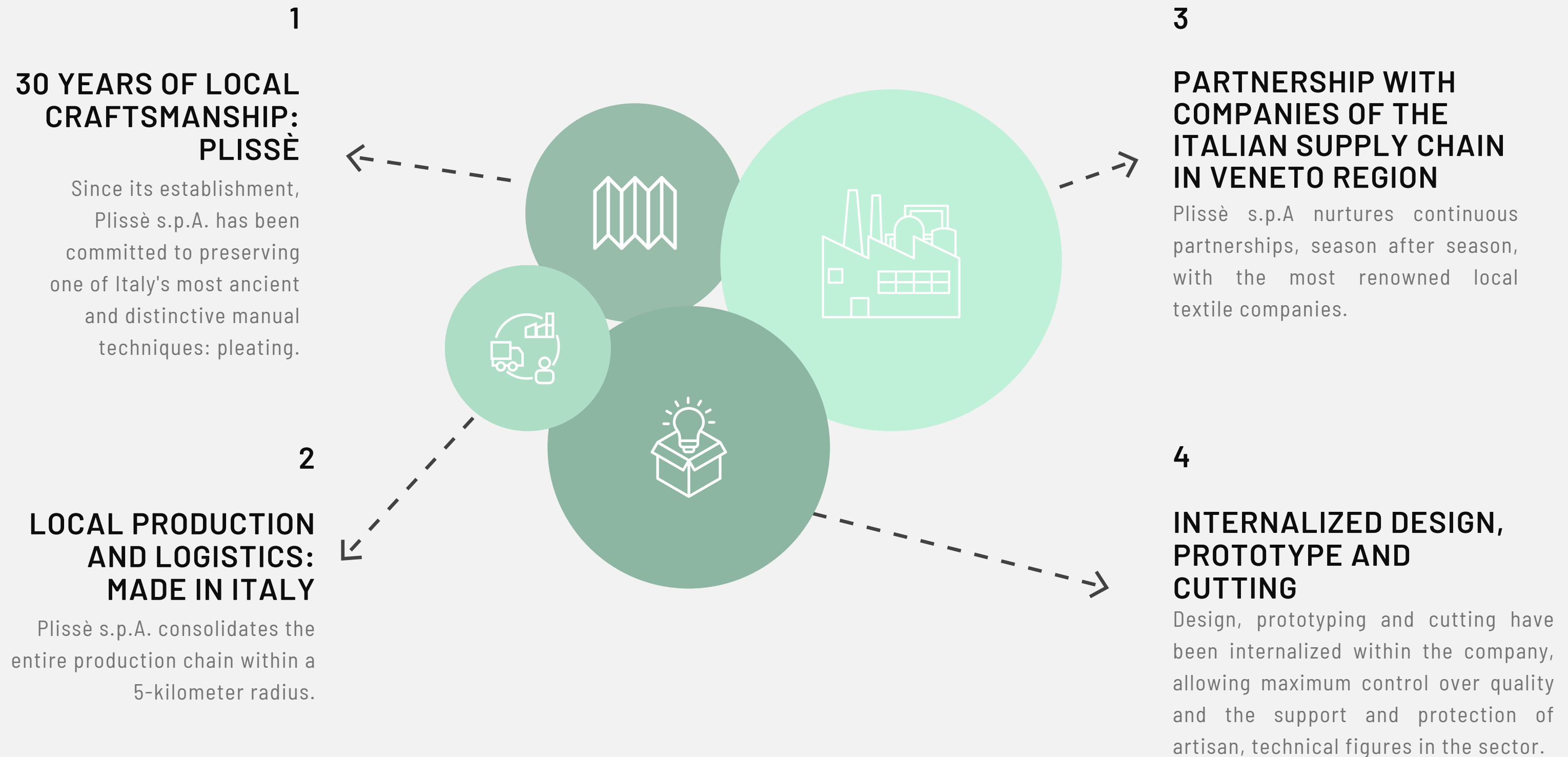


1.3

**PROTECT OUR HERITAGE
AND SUPPORT THE ARTISAN
TRADITION**



PROTECT OUR HERITAGE AND SUPPORT THE ARTISAN TRADITION:





1

30 YEARS OF LOCAL CRAFTSMANSHIP : PLISSÉ

Since its foundation, Plissé s.p.A. supports, year after year, the continuity of one of the oldest and most peculiar Italian manual techniques: pleating.

Pleating has been the trademark of Plissé Fashion Group, owner of Beatrice .b and Sfizio Studio brands, for over thirty years and is a symbol of elegance and tradition.

Pleating creates unique textures and volumes and has always been present in our collections, embodying both the heritage of craftsmanship and a strong content of innovation and research.

Each phase of the creation of pleated garments takes place a few kilometers away from our headquarters, inside an artisan workshop located in Trebaseleghe, just 4km from our headquarters.



1

30 YEARS OF LOCAL CRAFTSMANSHIP : PLISSÉ

This special manual process is carried out entirely by our craftworkers, who take care of folding the fabric, step by step, until perfection is achieved.

This process requires approximately 2 hours for a single item and the cooperation of two craftworkers: the fabric is spread over two cardboard matrices and folded by hand, fold after fold. The folded mold is tied and inserted for about 1 hour inside an oven which will shape the fold on the fabric, making it resistant to time and washing.

This process, in addition to being "locally made", has a very limited impact on the environment: the creases are generated simply with steam, without the use of any chemical substance.





2

LOCAL PRODUCTION AND LOGISTICS: MADE IN ITALY

Plissè s.p.A. brings the entire production chain close to its headquarters, within a radius of 5 km. The production of industrialized garments, from cutting to ironing and packaging, is totally “Made in Veneto”.

This allows the sustenance of small artisan workshops that have a production continuity linked to the collections of Plissè s.p.A, which every year entrusts the production of 250,000/300,000 items of clothing to these workshops. The same laboratories are involved during other periods of the year in the production of samples for the Spring-Summer and Fall-Winter sales campaigns, samples which amount to approximately 17,000 items. This allows stable working continuity throughout the year, without any gaps in production.

Logistics follows the same logic of attention and sustenance to the local supply chain. Based in Trebaseleghe, it covers an area of 5000 m2 on 3 floors, and is equipped with RFID technology.





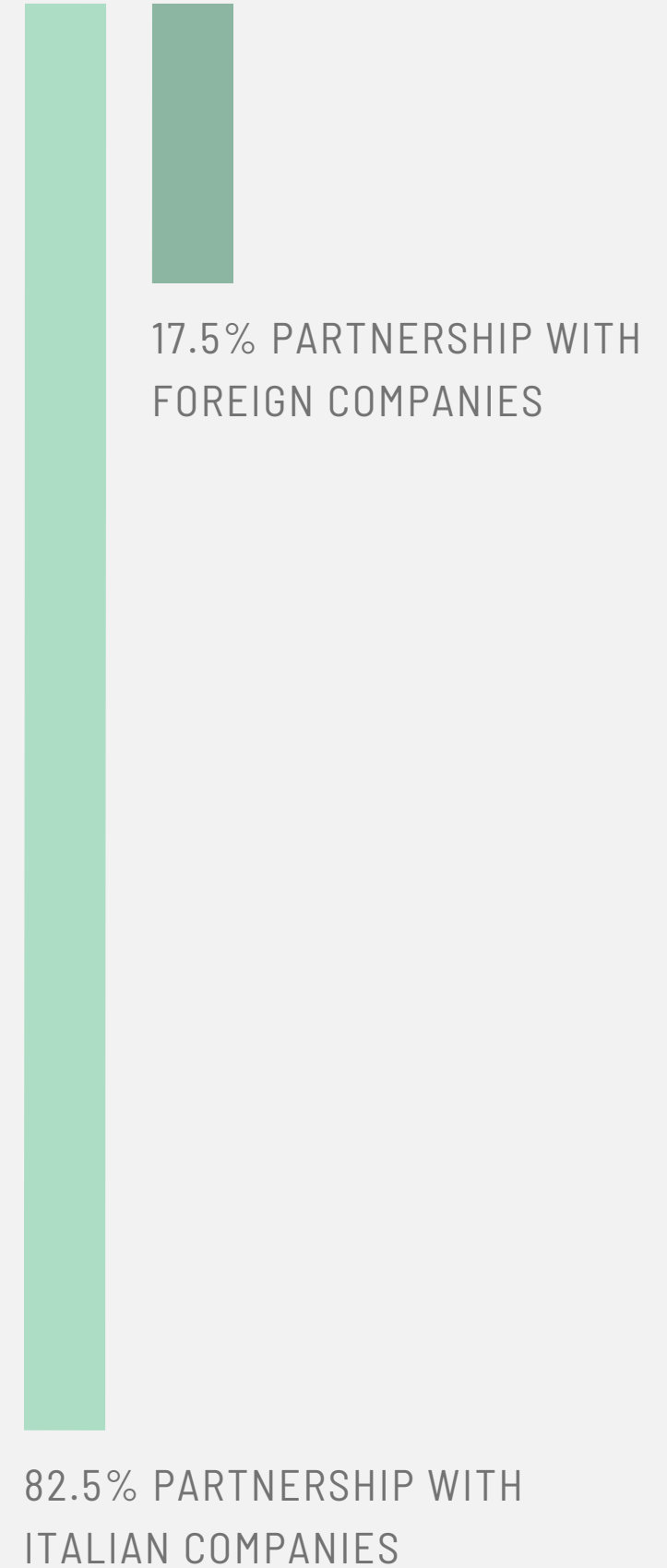
3

PARTNERSHIP WITH COMPANIES OF THE ITALIAN SUPPLY CHAIN IN VENETO

Plissè s.p.A nurtures continuous partnerships, season after season, with the most renowned Italian companies in the fashion sector. It is estimated that the percentage of partnerships with Italian textile and finished product companies will amount to 82.5% in 2023. This is the implementation of the company mission, which has always been aimed at sustenance and synergy with excellent companies in our manufacturing heritage.

Bonotto, Tessitura Fratelli Bressan, Trapuntatura Belpunto, Manteco, are just some of the names of the Venetian and Italian textile companies with which Plissè S.p.A. continues to have relationships that allow the sustenance of an Italian productive sector, synonymous with excellence and quality. It is estimated that the Italian textile companies with which Plissè has collaborated will represent 89% of all partnerships in 2023.

In addition to this, there is also space for collaborations with knitwear factories, shoes factories, accessory companies (bags, scarves, hats), leather goods manufacturers, all based in Italy. From an analysis of the last year, it is estimated that the Italian finished product and accessories companies with which Plissè has collaborated cover 76% of all the partnerships.

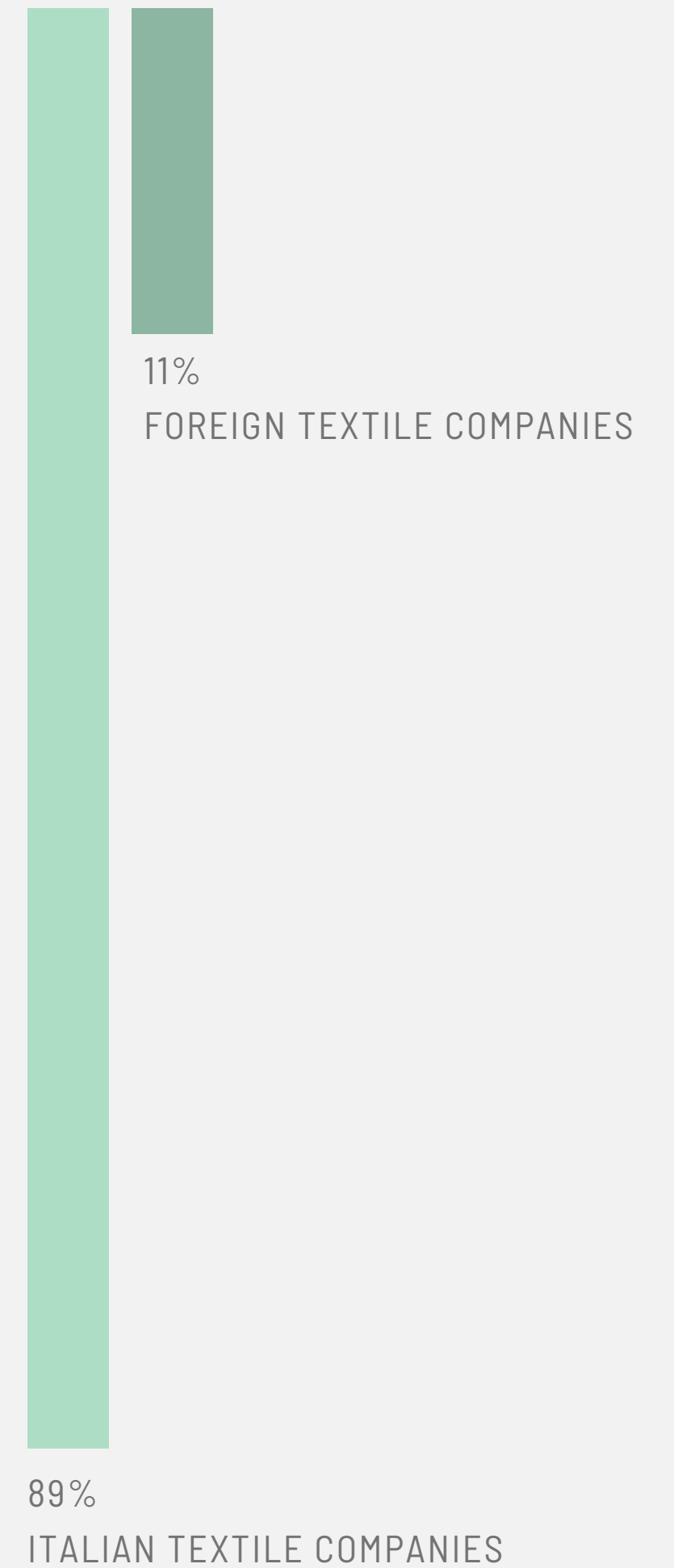


LIST OF PARTNERSHIPS WITH ITALIAN TEXTILE COMPANIES, 2023

- 1 Manteco s.p.A.
- 2 Achille Pinto
- 3 Officina
- 4 Lisa s.p.A.
- 5 Fabrica
- 6 Etique
- 7 Tessitura Fratelli Bressan
- 8 Riccieri
- 9 Titanus
- 10 Pizval s.p.A.
- 11 Set
- 12 Studio Elle
- 13 Bellandi s.p.A.
- 14 Tessilopera
- 15 Giolica
- 16 Miroglio
- 17 Bonotto
- 18 Gruppo Colombo
- 19 Texmoda
- 20 Gruppo Colombo
- 21 Eurojersey
- 22 Beppetex
- 23 InSeta
- 24 Tessitura Clara
- 25 DNA
- 26 Manifattura Bianchi
- 27 MAD
- 28 Cotonificio Albini
- 29 Cangioni
- 30 Fratelli Bellucci
- 31 Lanificio Faisa
- 32 DBS Tessuti
- 33 Ricciarini
- 34 GDM

LIST OF PARTNERSHIPS WITH FOREIGN TEXTILE COMPANIES, 2023

- 1 Brecotessile
- 2 Comatex
- 3 Gallus
- 4 Akin
- 5 Intesa
- 6 Cafissi
- 7 CNC
- 8 Ipeker
- 9 Broche



LIST OF PARTNERSHIPS WITH ITALIAN FINISHED PRODUCT COMPANIES, 2023

- 1 G.Q. Pelletterie
- 2 Tous Les Garconne
- 3 Maglificio F.M.F.
- 4 Calzaturificio F.lli Lotti
- 5 Maglificio Martex
- 6 Naax
- 7 Maglificio Paten
- 8 Knit Studio
- 9 Probelt Pelletteria
- 10 Max Maglierie
- 11 Calzaturificio Martina T.
- 12 Big
- 13 GIADA

LIST OF PARTNERSHIPS WITH FOREIGN FINISHED PRODUCT COMPANIES, 2023

- 1 Newtex
- 2 O.T.S.
- 3 Skytex
- 4 Deccan
- 5 E.p.s



1.4

**ENHANCE A STRONG AND
CARING CULTURE**

SOCIAL INITIATIVES DURING THE PANDEMIC

Passion for what we do allows us to translate the product into communication.

During the pandemic, our concrete commitment to reinventing ourselves as producers of medical masks and gowns brought us close to all the people hit the hardest and who needed help, promoting a sense of empathy within our organization and a new attitude in what is our mission.

During the national emergency period, Plissè converted its entire production to supply masks and gowns to hospitals and private structures that needed them, such as the Cooperativa Sociale Il Graticolato and Azienda Zero. Furthermore, throughout the period of national emergency, Plissè used the social channels of its two brands, Beatrice .b and Sfizio, which have 88.7 thousand and 45 thousand followers respectively, to raise awareness and promote the observance of hygiene and health standards. This has created an attentive and sensitive community on the topic, showing how even through a fashion channel is possible to communicate messages that concern society and the common good. Furthermore, Plissè s.p.A. was one of the first Italian companies to ensure total safety for its employees by deciding to close down some areas and promote, where possible, a period of remote working. This entailed a huge commitment on the part of the company which freely decided to put not profits first, but the safety of its human capital. At that moment, the CEO of Plissè, Paolo Mason, together with his partner and wife Morena Bragagnolo, issued an official press release explaining the company's commitment for the following period:

Official statement during the period of National Emergency:

Good morning everyone, we are Paolo Mason and Morena Bragagnolo, managing directors of the Plissé group. Our business is based on Made in Italy, which for us translates not only into the quality of our products, but also into love and respect for people.

In this moment of national and international emergency we have decided, for the good of our employees and for the good of our country, to stop the company for 15 days. In fact, only the production areas strictly necessary to guarantee the commitments previously made with our customers will remain open, adopting all appropriate safety measures.

It is a difficult decision, but in such a delicate moment we have decided to put the health and safety of our employees, our customers, our collaborators and obviously Italy itself, first. However, our will is not to give up and not to stop, which is why all offices will be equally operational and our employees will work from home, divided but connected and united as we always have done.

In the hope that this period will pass soon, we ask you not to make our effort in vain, as well as of other entrepreneurs and freelancers, but also of all the people who work on the front line to guarantee us assistance and who we will not stop thanking.

Social responsibility and positivity: this is the message we want to share with you today.

See you soon

Morena Bragagnolo and Paolo Mason

S F / Z / O

RIMANI IN CASA

LIMITA GLI SPOSTAMENTI

AIUTA CHI NE HA BISOGNO

DONA IL SANGUE

ABBI CURA DI TE

CONDIVIDI

#SFIZIOCARE

BEATRICE



#bRESPONSIBLE

In un momento in cui la nostra sicurezza è messa a rischio, la cosa più importante è che tutti facciamo in modo di contribuire ad una più rapida risoluzione delle difficoltà che il nostro Paese si ritrova ad affrontare.

Per tutelare la salute di tutti, vi invitiamo anche noi a rimanere a casa. Rimarremo sempre attivi sui nostri social e vi ricordiamo che i nostri prodotti restano disponibili su

www.beatriceb.com

Ci impegniamo fin da subito ad attivare il servizio di spedizione gratuita su tutto il territorio nazionale.

Vi abbracciamo virtualmente, perché l'unica cosa che vogliamo si diffonda, è un sentimento di speranza e positività.

#iorestoacasa
#andràtuttobene
#bRESPONSIBLE

Il team Beatrice .b

S F / Z / O

#SFIZIOTAKESCARE

La nostra produzione è totalmente italiana e, visti i recenti avvenimenti, per tutelare tutti noi abbiamo deciso di fermarci per tornare più forti di prima.

In questo momento così delicato continueremo a starvi vicino con i nostri social e vi offriamo la **spedizione gratuita**, a carico nostro, su tutto il territorio nazionale

www.sfziocollection.com

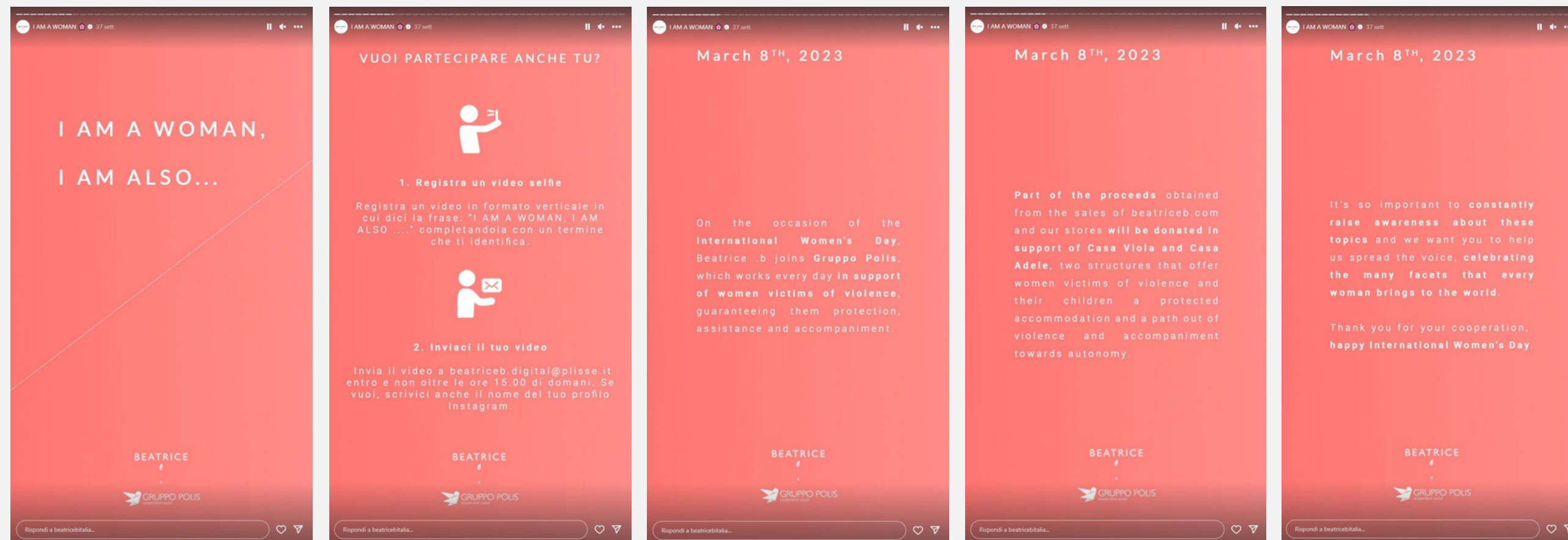
Siamo virtualmente vicini a tutte voi, Sfizio Lovers.

A presto
#iorestoacasa
#SFIZIOTAKESCARE
#andràtuttobene

PROJECTS FOR WOMEN

“I AM A WOMAN, I AM ALSO...”

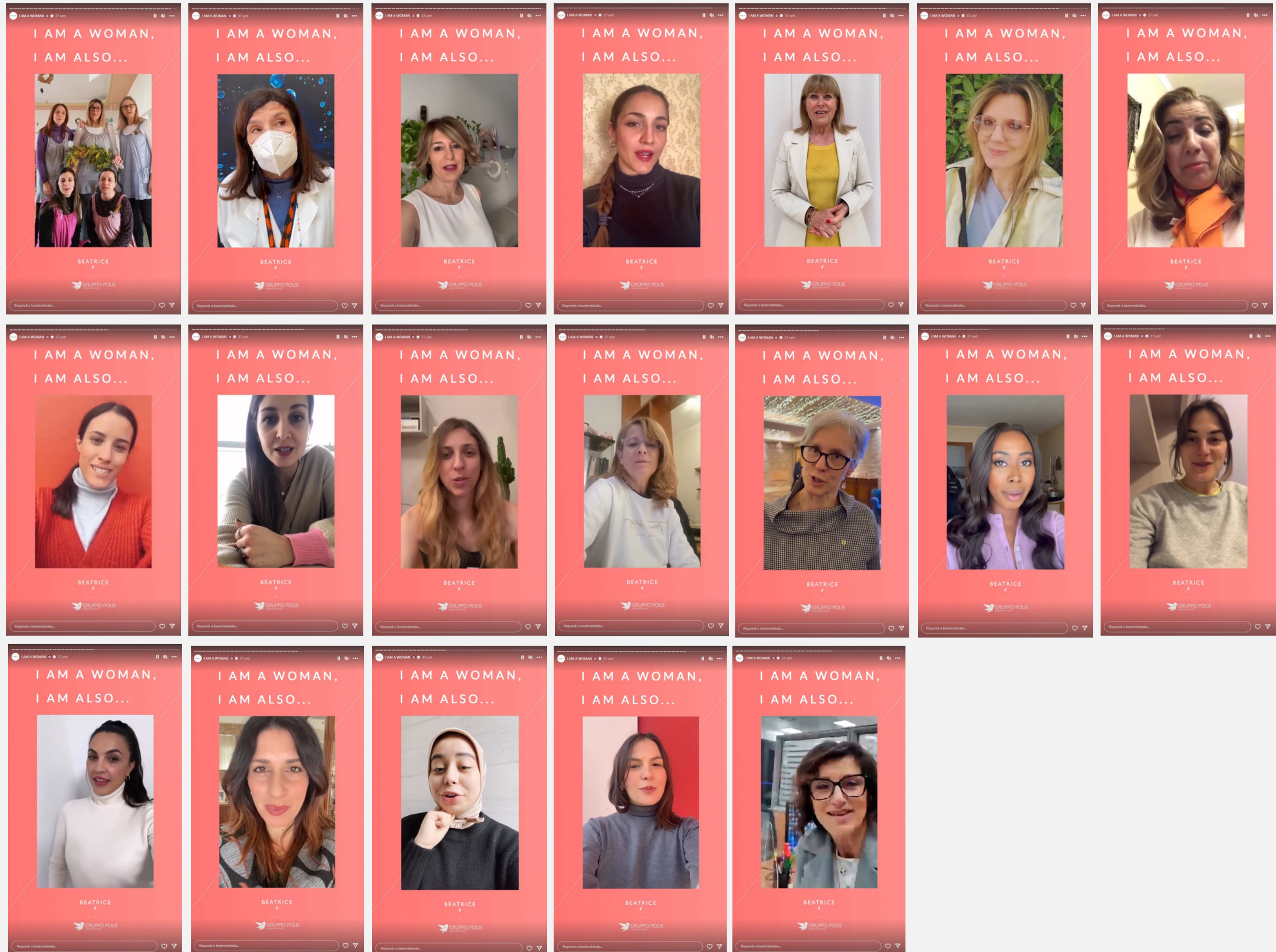
Several projects in favor of women have been embraced, giving us the motivation to always be receptive to similar proposals, such as “I AM A WOMAN, I AM ALSO...” a project in collaboration with the Polis group, an important institution in Veneto that has been working for years to take care of women who are victims of violence. Together with them, Beatrice .b decided to financially support Casa Viola and Casa Adele, two shelters that offer shelter and protection to women victims of violence and their children, subsequently helping them to reintegrate into society. This was done thanks to a social awareness campaign in which dozens of Italian and non-Italian women participated. Furthermore, Plissè donated the entire proceeds of that week's sales, from its e-commerce and physical stores, to these two shelters.



2

PROJECTS FOR WOMEN

“I AM A WOMAN, I AM ALSO...”



Example of some women participating in the initiative “I am a woman, I am also...”

PROJECTS IN COLLABORATION WITH LIONS GROUP

During 2023, there were many opportunities to support the local Lions Group, of which the CEO of Plissè Paolo Mason was also president, in organizing charity evenings, both in the company and in other settings, such as that of Villa Borromeo in Rubano (PD), characterized by the partnership with Mediolanum. On this occasion, 12,000 euros were raised, donated to the Città della Speranza Foundation, with Franco Masello as president.

Città della Speranza was born in 1994 thanks to the commitment of a man, Franco Masello.

A man with a vision and dedication capable of moving, involving and uniting citizens and institutions to concretely improve the conditions of small hematological oncology patients.

A man who chose to take action personally to change the future of many children, thus paying homage to his nephew Massimo, who passed away prematurely due to leukemia.

Over time, many have joined his solidarity project, making Città della Speranza grow and thus achieving results that were thought unthinkable.

Supported by a dense network of volunteers whose support has contributed to saving many lives over the years, Fondazione Città della Speranza is today a national and European point of reference for funding pediatric research, the formulation of early diagnoses, the identification of therapies and innovative care for children.

www.cittàdellasperanza.org



Fondazione
Città della Speranza
ONLUS

1

PLANET

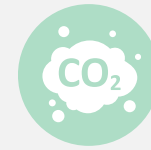
We protect biodiversity and adopt positive strategies for nature and the future by seriously reducing our footprint, season by season, in all our direct activities and in our supply chain. Innovation in the research of materials, integration of production processes with low environmental impact, reduction of CO2 emissions, implementing circular economy projects and incentives for responsible habits are the corporate focuses that materialize our ethical vision to protect the planet.



1.1 INNOVATE IN THE SEARCH FOR ECO-COMPATIBLE MATERIALS



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1.1

INNOVATE IN THE SEARCH FOR ECO-COMPATIBLE MATERIALS



1

INNOVATE IN THE RESEARCH OF MATERIALS

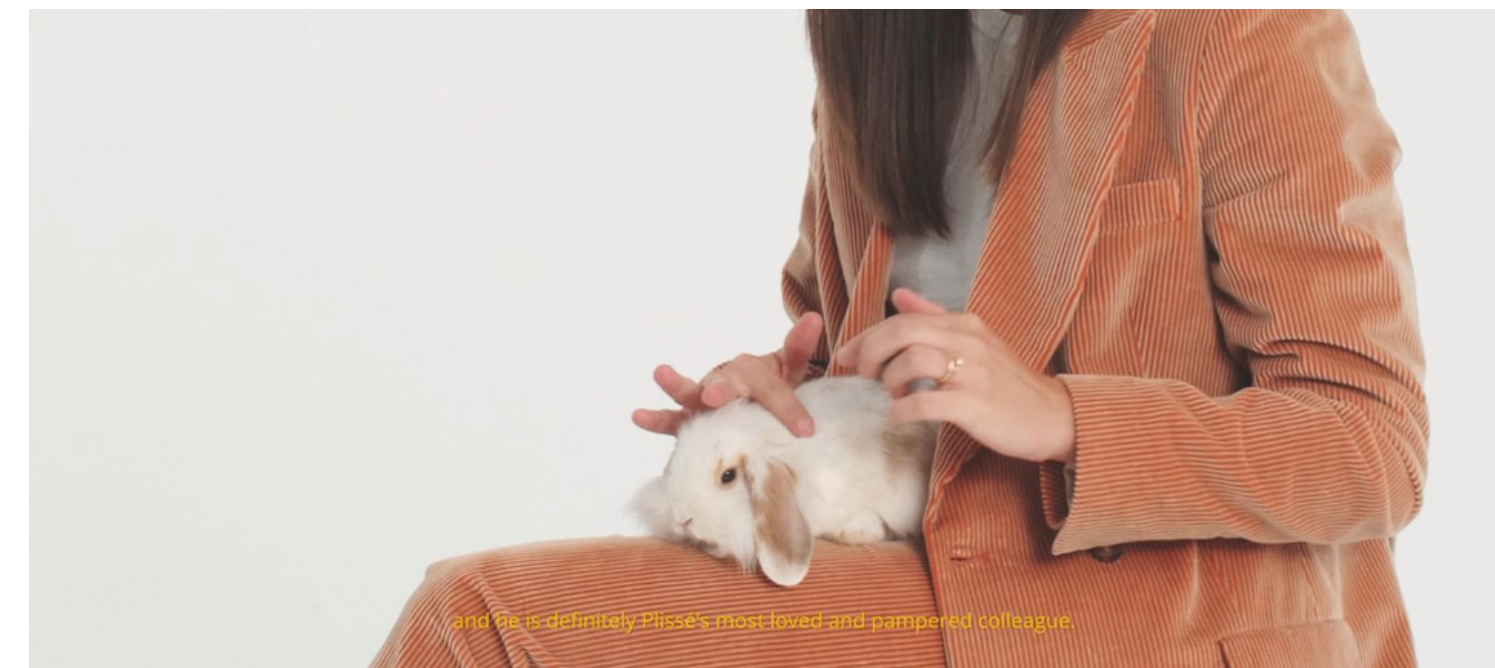
This process of integration and sustainable attention is in all respects an integral part of the company, especially thanks to the Beatrice .b brand, which promotes awareness and information campaigns on the topic. In fact, on each sustainable garment in the collection, there is a special "label" that tells the "responsible value" of that garment. On Beatrice .b website, there are also videos that explain the path of innovation undertaken by the designer Beatrice Mason since she joined the company:

https://www.beatriceb.com/it_it/sostenibilita

.The Manifesto

"Season after season we are making continuous progress in our mission to make our company and our products more sustainable and we think it is right to share our commitment with you, to say out loud how much we care about the planet, our team and our sector. Nature has the ability to give us so much and it is our moral duty to nourish it, trying to protect its gifts. We work hard to constantly improve ourselves because each of us can make a difference." B.

The passion for the quality of the Made in Italy and the research for contemporary aesthetics merge with the constant commitment to sustainable production and environmental protection, with the aim of developing this aspect more and more, starting from the study and analysis of the 3Ps , People, Product and Planet, ensuring that they are always the driving forces behind the creation of unique and responsible collections.



OUR 3P: PEOPLE - PRODUCT - PLANET



LOCALLY MADE

Our garments are designed and produced in Italy and this was made by companies just a few kilometers away from us. From weaving to the finished product, this garment helps reducing CO2 emissions and enhances our manufacturing district.

01



ANIMAL FRIENDLY

This garment was made with respect for the animal world during the entire manufacturing process.

02



SUSTAINABLE PRINT

This print was created using a ZDHC certified process, characterized by a substantial reduction in the use of chemicals and water consumption.

03



RECYCLED FIBER

This garment contains recycled fibers from pre- or post-consumer scraps and waste.

04



ORGANIC FIBER

This garment contains organic fibres, grown with low environmental impact methods, in which the use of pesticides and chemical fertilizers, which are toxic and persistent in the fibers themselves and in the environment, has been eliminated.

05



SUSTAINABLE PRINT

This garment contains workmanship or embroidery done entirely by hand.

06



SUSTAINABLE PRINT

This garment was made by Italian artisans using a manual process in which no chemical agents are used but only time, steam and passion.

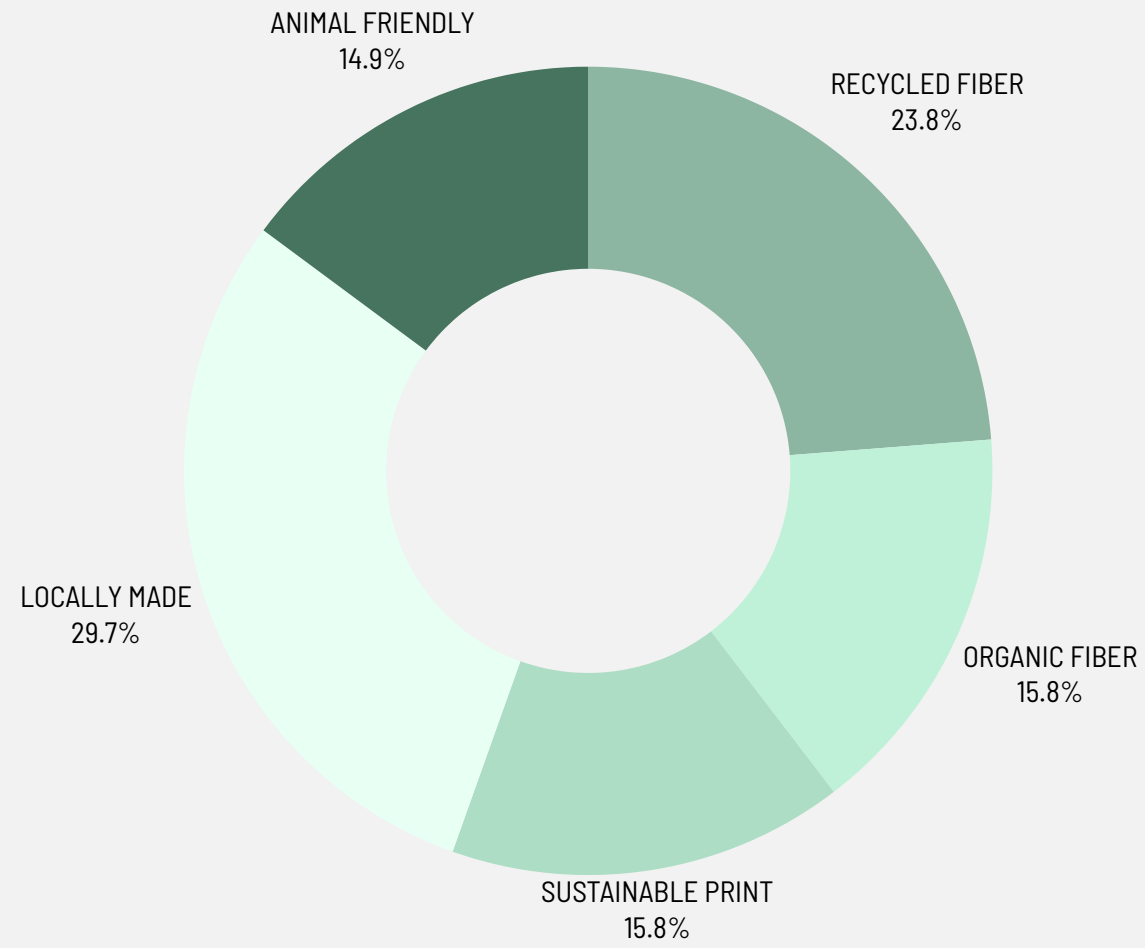
07



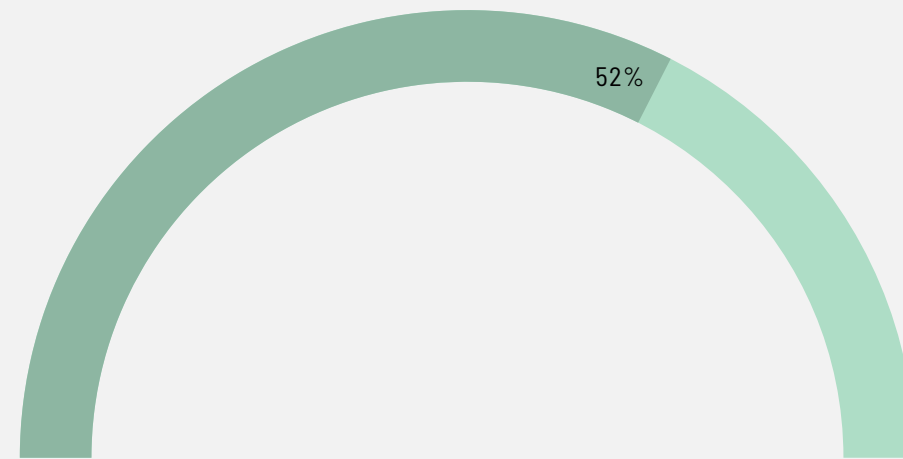
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INNOVATE IN THE RESEARCH OF MATERIALS

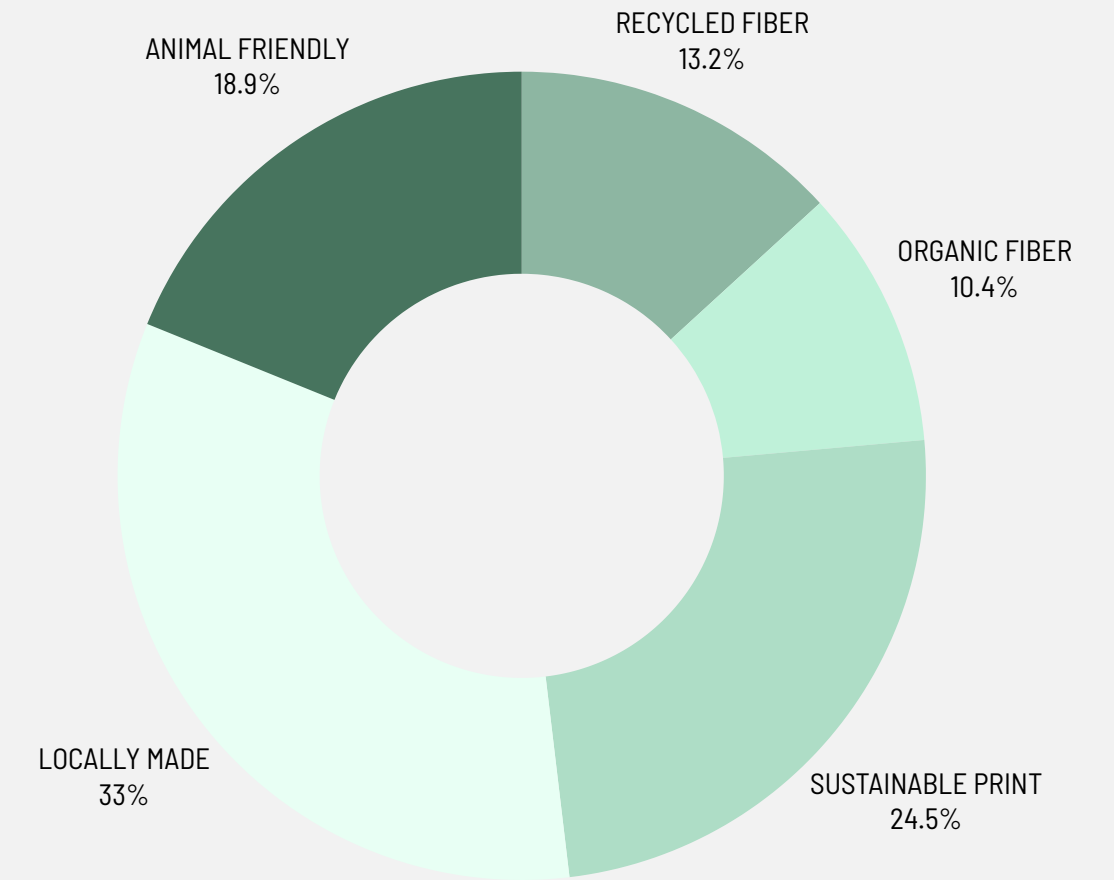
Attention to product and quality have always been the beating heart of Plissè. For about 5 years, the company has extended this propensity for research also towards sustainable innovation, showing a growing percentage of sustainable items within its collections, season after season. In fact, it is estimated that the number of sustainable items grew by 13% in FW24 compared to the counter-season. In FW 23, in fact, the percentage was 52%, growing to 65% in FW24. The group of sustainable products includes 5 categories, which to date represent the various types of responsible materials integrated by Plissè in its collections: Animal Friendly, Recycled Fibres, Organic Fibres, Sustainable Prints and Locally Made Materials.



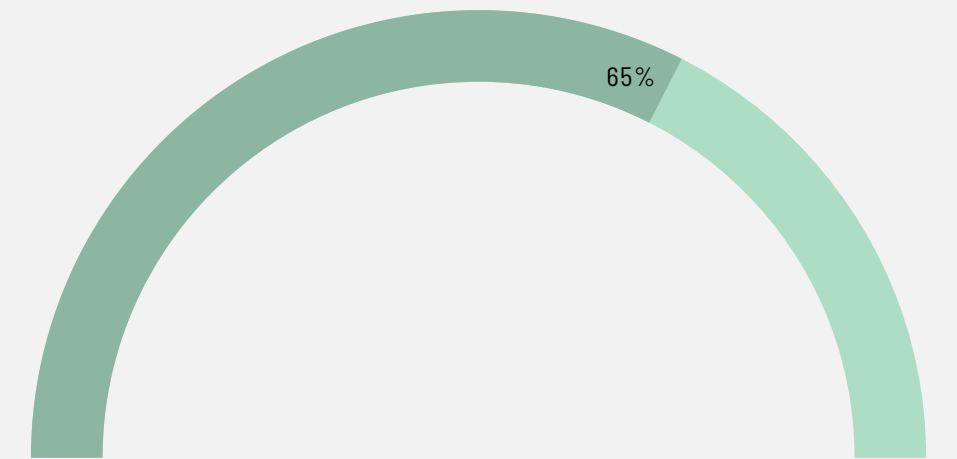
FW 23 SUSTAINABLE ITEMS



FW 23 SUSTAINABLE ITEMS



FW 24 SUSTAINABLE ITEMS



FW 24 SUSTAINABLE ITEMS





1

MWOOL: THE NEW GENERATION OF RECYCLED WOOL

For three seasons, Plissé s.p.A. has converted all its plain outerwear to products with 100% MWool recycled wool. This low-impact, high-end fiber is the result of more than 80 years of circular know-how, innovation and science from the Manteco company.

MWool® stands out for its careful selection and in-depth testing of the best possible raw materials, a cutting-edge and low-impact mechanical recycling process of pre- and post-consumer clothing and waste, a masterful and waste-free color creation dyes through our Recype® process, thorough quality control and testing, all guaranteed by our highly specialized, zero-kilometer MSystem supply chain. MWool® is the first ever recycled wool with a life cycle assessment approved by the scientific community, certified according to the EPD® Environmental Product Declaration and the EPD® Environmental Product Declaration.

[For more information: https://manteco.com/mwool/](https://manteco.com/mwool/)





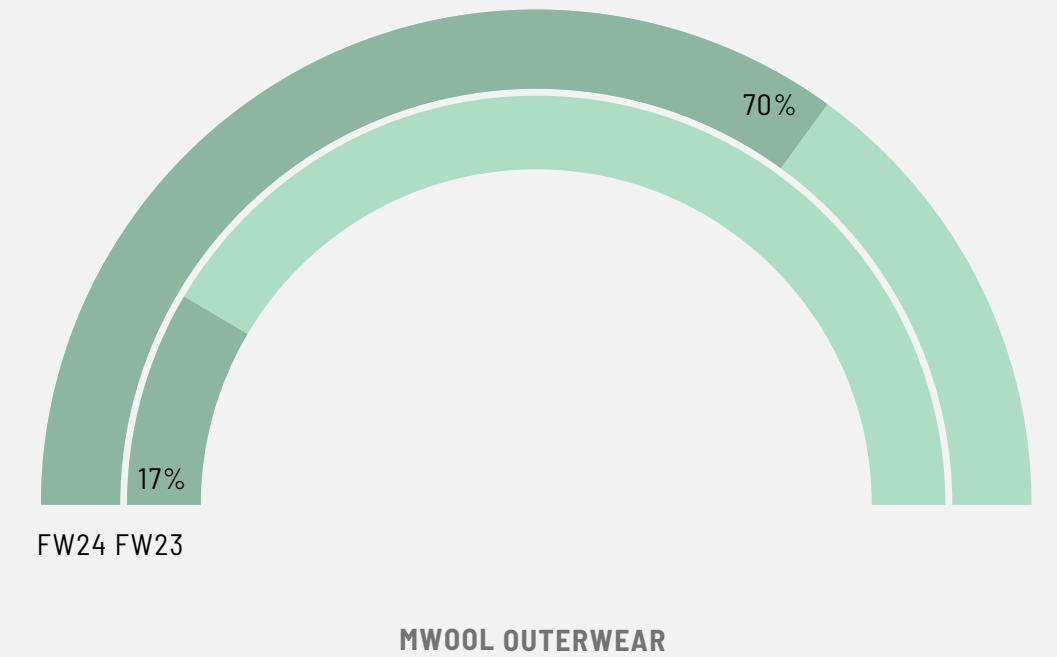
1

MWOOL: THE NEW GENERATION OF RECYCLED WOOL

MWool® is GRS certified. The Global Recycled Standard certifies each stage of production to verify the recycled content in materials and products, ensuring traceability and compliance with social and environmental standards. MWool®, compared to generic virgin wool fibres, has a 99.2% lower impact on climate change, 99.9% lower impact on water use and 93.3% lower impact on total energy consumption. The low impacts of MWool® fibers were calculated with a life cycle assessment, in accordance with the international standards UNI EN ISO 14040, UNI EN ISO 14044 and UNI EN ISO 14025. This study was approved by the scientific community and published as an article scientific on MDPI. The low impacts of MWool® fibers have also received the Higg Materials Sustainability Index (Higg MSI) score and the low impacts of MWool® yarns have been calculated and certified according to the international EPD® scheme, in compliance with the international standard ISO 14025.

After a pioneering study with the Bioscience Research Center (BsRC) and the Department of Life Sciences of the University of Trieste, we discovered that MWool® fibers are biodegradable and do not cause ecotoxicological effects relevant to the marine environment.

From an analysis of the last two winter seasons, coats created with recycled materials have grown by 53%. In the last season, MWool outerwear represents as much as 70%.



1.2

**INTEGRATE PRODUCTION
PROCESSES WITH A LOW
ENVIRONMENTAL IMPACT**



1

RESPONSIBLE PRINTING PROCESSES

Integrating production processes with a low environmental impact and choosing partners who pay attention, not only to the raw material, but also to the processing method has become essential and primary for us.

The first step that has been taken in this direction is related to the printing process. Patterns and colours are two of the visual aspects that most identify the product of Plissé s.p.A. in the world. This is why we have decided to entrust the printing of the fabrics of our collections only and exclusively to printers with certified raw materials and printing processes. The fabric bases, in fact, depending on their composition (cotton, viscose or polyester) are GOTS, FSC and GRS certified respectively, while the printing processes are ZDHC certified - an international program that aims to drastically reduce the chemical substances used and to lower water consumption-. Since 2017, Plissé has certified that all its printed garments are 100% responsible, both for the raw material and the printing process used.

<https://www.roadmaptozero.com/>



SUSTAINABLE PRINT



1.3

**REDUCE CO2 EMISSIONS BY
ENHANCING THE LOCAL
SUPPLY CHAIN**



THE VICINITY COUNT

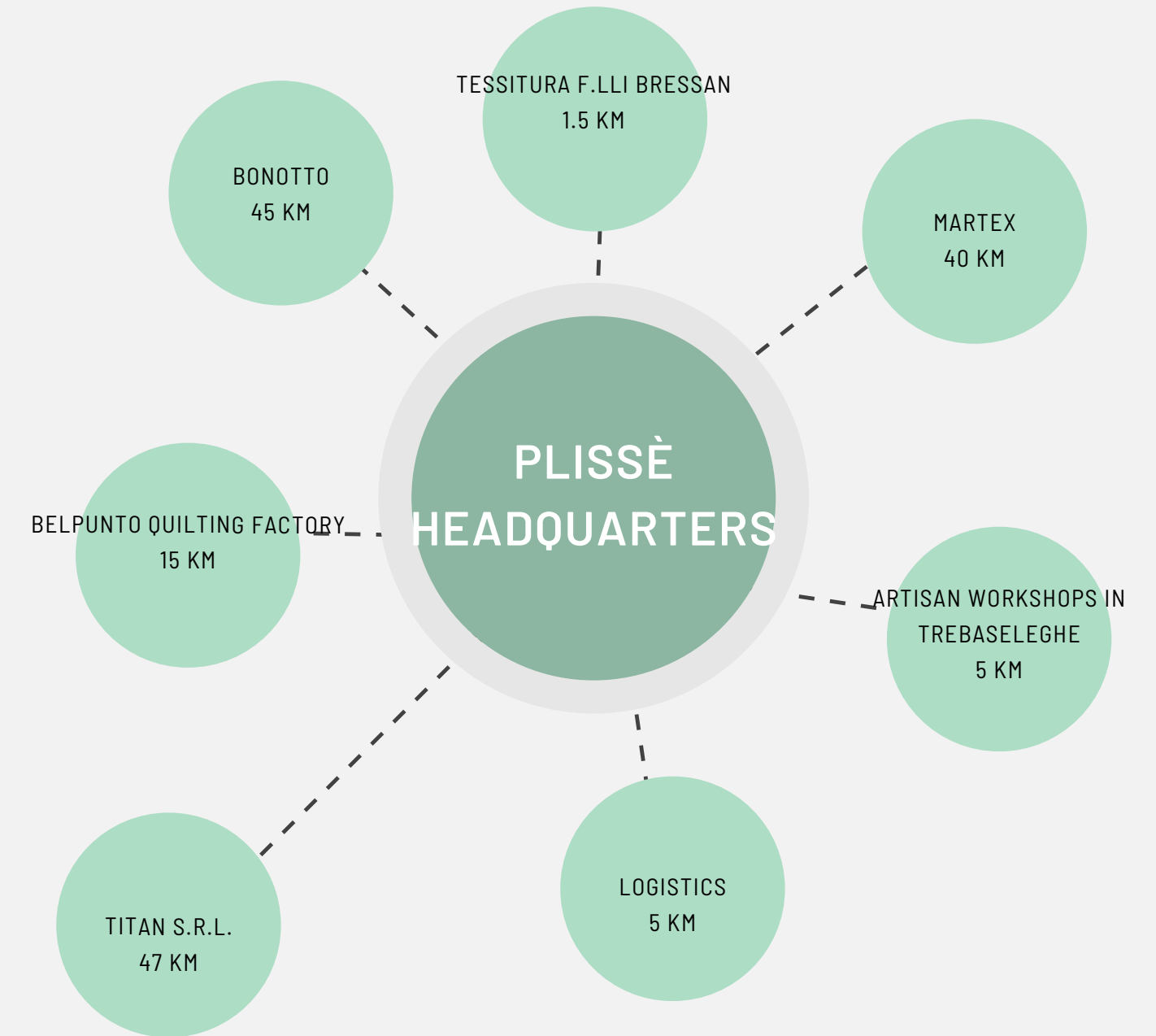
One of the phases with the greatest CO2 emissions in the fashion sector is determined by the many movements and travels that occur during the manufacturing process. For this reason, Plissè tries to reduce travel to a minimum, encouraging connections with companies very close to its headquarters.

Plissè has reduced CO2 emissions to zero during the process of creation of the first prototype. Unlike most fashion companies, Plissè, in fact, has internalized all the prototyping phases, from the study of the design, to the study of the model, up to the cutting and the first garment created. All these stages take place inside Plissè headquarters, reducing travel, otherwise necessary between one phase and another, to zero.

In addition to this, Plissè maintains solid partnerships with local companies, which are 3 to 45 km away from its headquarters.

This allows a substantial reduction of the impact of Plissè's garments. Furthermore, for more than three seasons, the company has been introducing garments described as "locally made", i.e. garments which are not only Made in Italy, but are made in less than 5 km away from the headquarters, from the fiber to the creation of the finished garment. This category of garments represents 33% of the total collection.

This special project is possible thanks to the collaboration with local companies, such as Tessitura F.lli Bressan and Trapuntificio Belpunto, with whom a synergy has been created that not only helps sustaining an excellent production chain but also helps reducing our impact on the planet.





RENEWABLE ENERGY

To reduce its impact on the environment and CO2 emissions, Plissè financed a project to build a photovoltaic system connected to the electricity distribution network in 2016. The system was positioned above ad hoc canopies, usable by all employees as a covered parking space.

With the construction of the photovoltaic system, the company aims to achieve significant energy savings for the structure served, through the use of the renewable energy source represented by the Sun. The use of this technology arises from the need to combine: compatibility with architectural and environmental protections, no noise pollution, lowering the use of fossil fuels and electricity production without the emission of polluting substances.

To date, almost the entire electricity production comes from thermoelectric plants that use fuels essentially of fossil origin. Therefore, considering the energy estimated as production in the first year -73 636.24 kWh- and the annual efficiency loss -0.90%-, the following considerations are valid for the life time of the system equal to 20 years.





RENEWABLE ENERGY

A useful indicator for defining the fuel savings resulting from the use of renewable energy sources is the conversion factor of electrical energy into primary energy [TOE/MWh]. This coefficient identifies the T.E.P. (Tons of Oil Equivalent) necessary for the creation of 1 MWh of energy, i.e. the TOE saved with the adoption of photovoltaic technologies for the production of electricity. It is estimated that the TOE saved in one year amounts to 13.77 and those saved in 20 years to 253.08.

Furthermore, the photovoltaic system allows a reduction in emissions into the atmosphere of substances that have a polluting effect and those that contribute to the greenhouse effect. The CO2 emissions avoided in one year thanks to this renewable energy system are 34,609.03 kg, while those saved in 20 years are 636,076.21 kg.

avoided emissions into the atmosphere	CO2	SO2	NOx	Dust
emissions avoided in 1 year (kg)	34 609.03	25.11	28.64	1.03
emissions avoided in 20 years (kg)	636 076.21	461.49	526.45	18.95
specific emissions into the atmosphere [g/kWh]	470.0	0.341	0.389	0.014



1.6

IMPLEMENT CIRCULAR ECONOMY PROJECTS



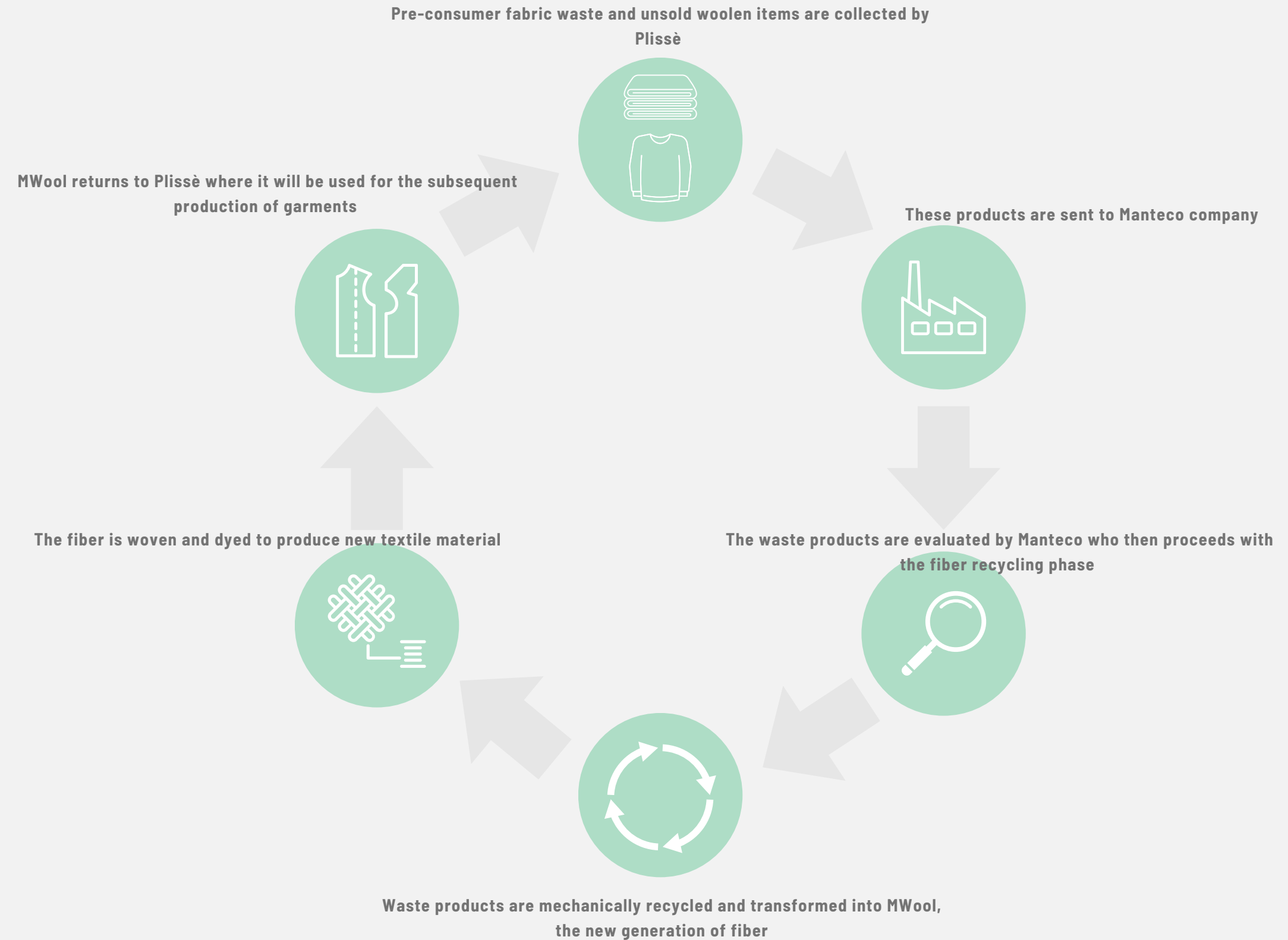
CIRCULAR ECONOMY PROJECT

The extended circular economy project for pre-consumer packaging waste is the sustainable project that Plissè is pursuing as its next objective through the partnership with Manteco, a leading textile company.

This project was born from a reflection on waste in the cutting and pre-packaging phase of garments: from 4% to 20% of a fabric is left on the ground and wasted during the production processes, and millions of woolen garments remain unsold, but thanks to "Project53" it is possible to give them a new life, creating a circular process that reduces the leftovers from the garment production processes of our manufacturing phases to "Zero Waste". This includes both fabrics and other textile elements, such as shirts. These materials are collected and, through a regeneration process, recycled into new M Wool® fibers and transformed into high-end circular fabrics. "Project53" fosters efficient and effective recycling of fibers through a transparent system, creating high-quality luxury fabrics.

for more information:

<https://manteco.com/project/project-53/>



Proud and aware of the goals achieved for the planet and the community, for us, this is not a destination, but a starting point to pursue increasingly responsible corporate ethics.

Plissespa.com