

Sustainability Report

Year 2023



pelletterie 

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Sustainability Report

2023





Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Pelletterie 2F was established in 1978 in Castelli Calepio as a manufacturer of leather belts. The vision of its founders was driven by the increasing demand for premium leather products. The organisation succeeded rapidly and transitioned to a larger production facility to accommodate the growing product demand. The headquarters at Via Della Repubblica 8 spans 2,400 square meters and accommodates 30 employees across offices, design studios, and production areas. Today the organisation is led by the Marenzi siblings Matteo, Marco and Giovanna, committed to maintaining the tradition of craftsmanship and attention to detail that has characterised Pelletterie 2F from the beginning. With these attributes, Pelletterie 2F is poised for continued growth, establishing itself and thriving in the competitive leather goods industry across the EU and the USA. The primary product line showcases an extensive selection of high-quality leather belts, achieving an impressive annual production volume of 720 tonnes, equivalent to almost one million units, with 95% of this output designated for export. Additional leather apparel products, including the Atalanta License Products, are made in collaboration with the renowned Italian football club, targeting the local niche market.

The Marenzi siblings have effectively broadened their brand by integrating traditional techniques with cutting-edge designs, cultivating a dedicated EU and USA customer base. Pelletterie 2F has a unique advantage in the market by expertly selecting top-tier suppliers and fostering the development and retention of skilled artisans who bring exceptional craftsmanship to fruition. In combination, this business philosophy empowers Pelletterie 2F to consistently provide unique, high-quality products that truly connect with their customers.

As part of this process, Pelletterie 2F is committed to embracing technological advancements in leather-cutting methods and consistently investing in cutting-edge machinery to minimise waste through ongoing enhancements in the production techniques. This steadfast dedication to sustainability and excellence has positioned Pelletterie 2F to achieve the prestigious Made in Italy Traceability in 2009, laying a strong foundation for the pursuit of further quality certifications. Since 2017, Pelletterie 2F has achieved ISO 14001 certification, to strengthen its environmental management system and showcase our commitment to sustainable practices. The plan includes obtaining more ISO certifications to demonstrate a strong commitment to quality, social responsibility and ethical business practices.

This report refers to the company's registered office, located at Via della Repubblica, 8 - 24060 Cividino di Castelli Calepio (BG).



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“

*Thinking, designing, producing belts
that last while respecting ethics
and sustainability.
All strictly Made in Italy.*

Pelletterie 2F Srl



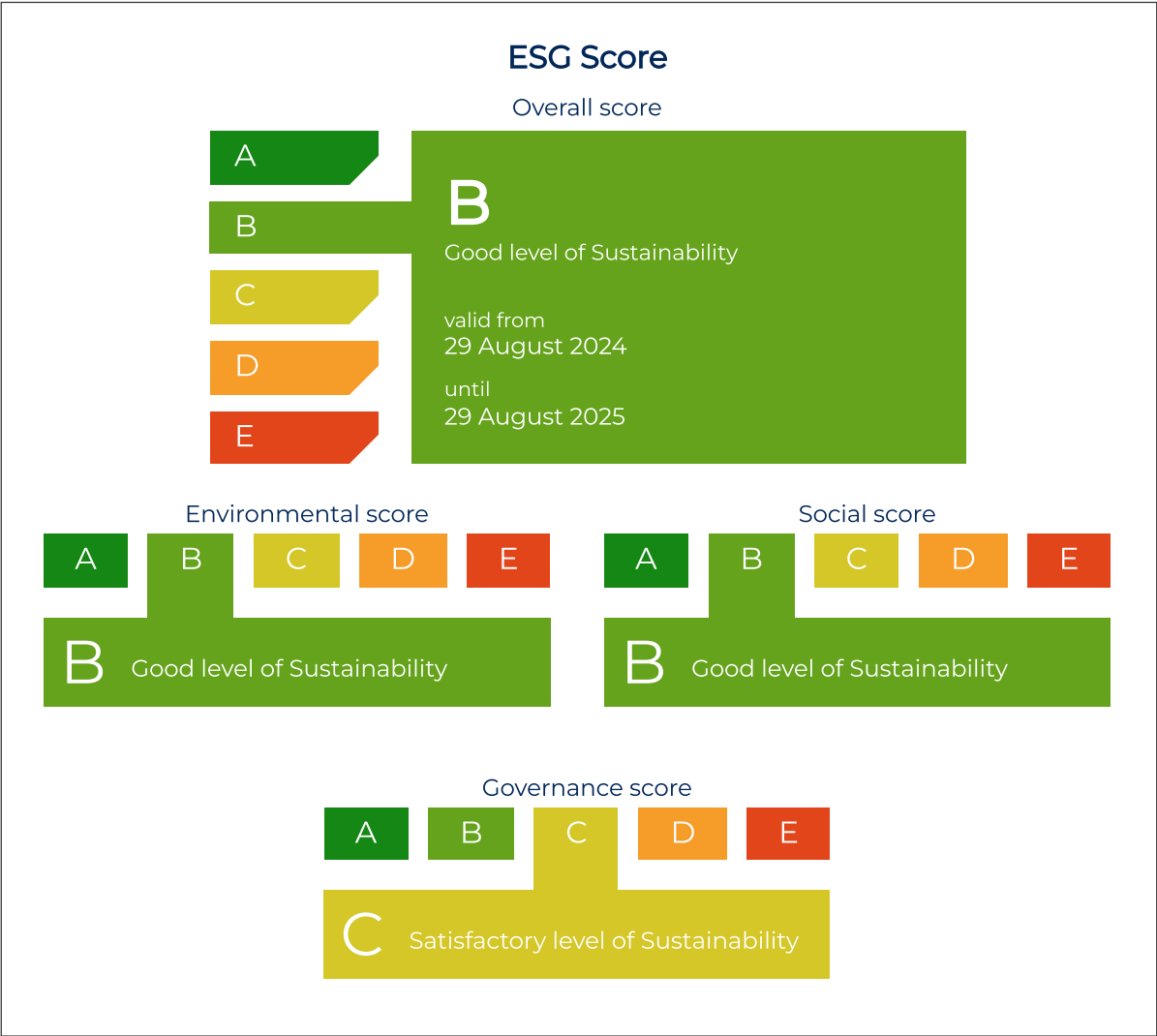
Reporting Information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental and social sustainability results in a special report, starting in 2023 and on an annual basis. The Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material topics. This sustainability report is prepared with reference to the GRIs by ESG-VIEW (www.esg-view.com).

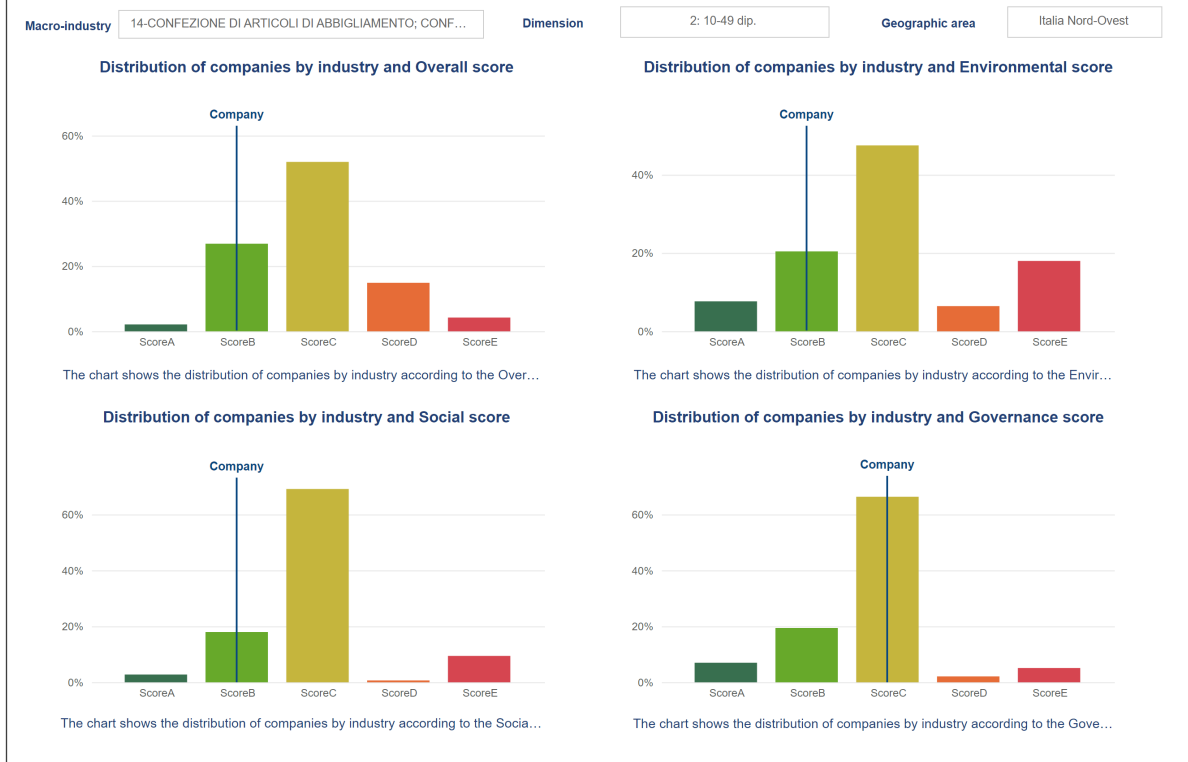
- ✓ **GRI Sustainability Reporting Standards**
- ✓ **Sustainability Accounting Standards Board (SASB)**

This declaration is published on the website of Pelletterie 2F Srl, at <https://pelletterie2f.it/>.
You can request information at sales@pelletterie2f.it.
The reporting was carried out on the basis of the questionnaire administered to Pelletterie 2F Srl by Synesgy and visible at the URL www.synesgy.com/it/.



Benchmark

Benchmark statistics



Why was it important to complete the Synesgy questionnaire?



It has enabled the company to create a virtuous circle with its customers, suppliers and all stakeholders.



It relies on a platform that allows the validation of data already in the CRIF Ratings database.



It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRISDGs).



It is constantly updated according to evolving reporting regulations.



You can distribute the questionnaire to your suppliers to track the supply chain score.



Data are shared in real time.

A photograph of an open-plan office environment. In the foreground, a woman with glasses and a black scarf is seated at a desk, working on a laptop. To her left, a man with a white beard is leaning over a desk, looking at a computer monitor. The desks are dark brown with bright green edges. Various office equipment, including monitors, printers, and papers, are visible on the desks. Large windows with white curtains are in the background, letting in natural light. A white circular graphic is overlaid on the right side of the image, containing the text 'Stakeholder Engagement' and 'GRI 2-29'.

Stakeholder Engagement

GRI 2-29

The Goal of Stakeholder Engagement

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders that directly or indirectly relate to the company. Thanks to the activity of listening to/confrontation with the various stakeholders and local actors, it is possible to create the conditions for orienting the sustainability strategies of the company itself, defining objectives in the common interest. Pelletterie 2F Srl has identified the stakeholders and the relative activities, defining the level of involvement in consideration of the functions and instruments of confrontation and dialogue. Pelletterie 2F Srl's system of relations with its stakeholders envisages activities, tools, channels and methods of involvement that take into account the different profiles and needs of the stakeholders and the overall structure of the institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagement tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and PR	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys on environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and trade union representatives	Human Resources	Sharing values, objectives	Meetings and activities, scheduled meetings with trade union representatives	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements
Customers	Commercial area	Greater knowledge of expectations	Meetings and activities, scheduled during the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but targeted to specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and community	Communication and pr	Creating shared value	Various analysis and comparison activities	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On 25 September 2015, the governments of 193 UN member states signed the Agenda 2030 for Sustainable Development.

A programme of action approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), framed within a broader programme of action with a total of 169 targets or goals.

The 17 Goals commit governments and nations but also every single company. ESG principles are the declination of what companies must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening offshore subsidiaries for the purpose of avoiding taxation

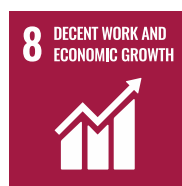
The SDGs of Pelletterie 2F Srl

The Synesgy questionnaire has enabled Pelletterie 2F Srl to map the materialities and issues in the field of sustainability, thus highlighting the most relevant facts achieved in the reporting year considered and providing its stakeholders with an immediate, but above all certified picture - since it meets internationally recognised parameters - of its activities. The path of awareness undertaken has led to the highlighting of a virtuous path by Pelletterie 2F Srl and witnessed by the concordance of its actions with 5 of the 17 SDGs (Sustainable Development Goals) parameters recognised by the United Nations.



Health and Well-being

Ensuring health and well-being for all.



Decent work and economic growth

Promote full and productive employment, decent working conditions and sustained economic growth.



Business, innovation and infrastructure

Resilient infrastructure, sustainable industrialisation and innovation.



Responsible Consumption and Production

Ensuring sustainable patterns of production and consumption.



Fighting climate change

Promoting actions, at all levels, to combat climate change.

The tracking of issues thanks to Synesgy and the 26 materialities, which can be traced back to the ESG areas, on the basis of this emergence, started a real path of awareness involving, through several communication channels, all stakeholders.





Environment



Managing Environmental Impacts

GRI 2-22 • GRI 2-25 • GRI 307 • GRI 307-1

Organisations may be affected by impacts either through their own activities or because of their business relationships with other entities. It is therefore crucial for the company to identify the impacts it causes, but also those that it contributes to causing and that are directly related to its activities, products or services through a business relationship. In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company holds ISO 14001 (Environmental Management) certification.



ISO 14001 Environmental Management

The company has ongoing initiatives to reduce its environmental impact:

- Energy suppliers using renewable sources are always selected in their supply offer;
- bulbs were replaced with energy-efficient lighting sources for a total investment of 5,000 €;
- a photovoltaic system was built for a total investment of 90,000 €.

The company has ongoing climate change adaptation initiatives.

As part of its climate change adaptation initiatives, the company is taking steps to adapt to internal management system certifications (e.g. health and safety, environment, quality, etc.).

Materials

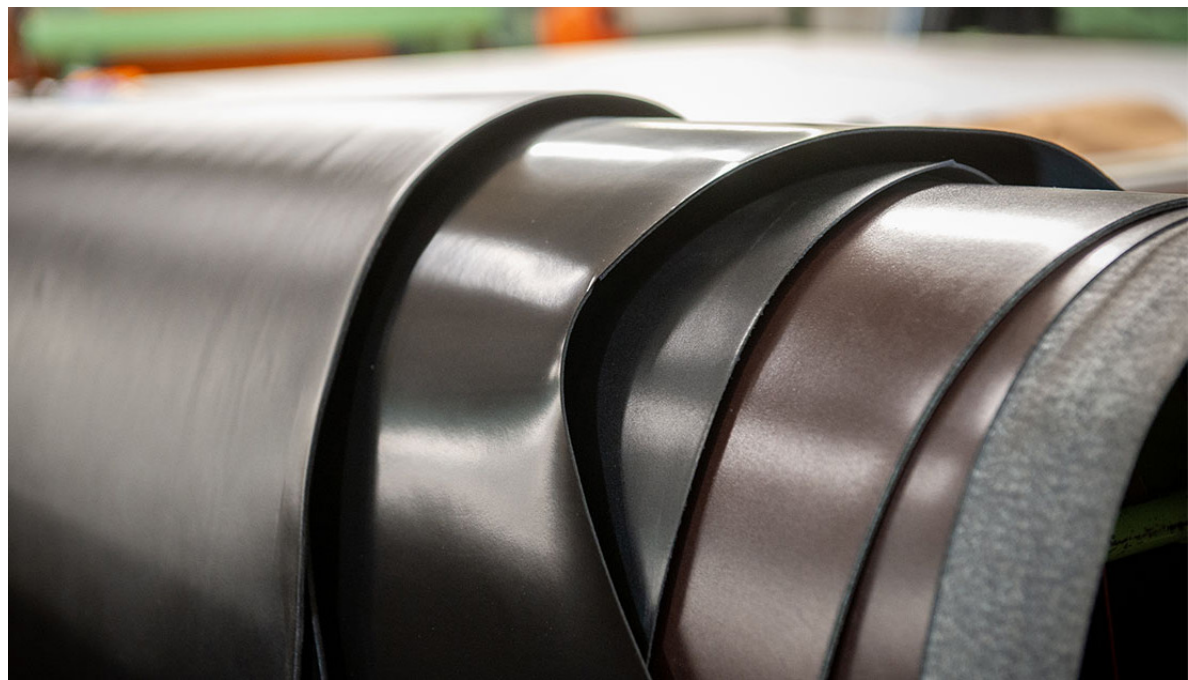
GRI 301-1 • GRI 301-2

The company's focus on the materials used and their impact on the environment is of paramount importance, not only with regard to the production phase of the products, but also throughout their life cycle.

The raw materials used as production input and the overall quantities used in the company are:

Metals	240 ton
Cowhide	480 ton

Recycled or reused raw materials used as production inputs in the company are less than 20% of the total raw materials used.



Energy

GRI 302-1

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, with a view to an everimproving strategy for its efficiency.

The electricity consumed at owned and rented company premises in the last reporting period (e.g. 1 January - 31 December) amounted to 91,723 kWh.



91.723 kWh
Annual electricity
consumption

The value of energy used by the company from fossil sources is 45%.

Water and waste water

GRI 303-5

The sustainable management of water resources is of paramount importance for the organisation's impact on the environment, considered as a shared asset to be preserved.

Working with stakeholders in this context is essential for the organisation to manage water resources sustainably as a shared good and to take into account the needs of other river basin users. Together with stakeholders, the organisation can define collective goals for water use, increased investment in infrastructure, policy promotion, capacity building and awareness-raising. It is therefore important, in this context, to involve its stakeholders, starting with those internal and closest to the company - employees, non-employee workers, consultants, suppliers, first and foremost - in order to share best practices in terms of rationalising water resources and making better use and exploitation of them.

The company's water consumption in the last reporting period was 333 m³.

Waste

GRI 306-2

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water and ecosystems. This includes the issue of waste, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain.

Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total amount of company waste produced in the last reporting year (e.g. 1 January - 31 December) was 54 tonnes.

The company, in its locations, differentiates:

- computer equipment;
- glass;
- plastic;
- paper;
- waste and scraps of leather.







People



Employment

GRI 2-7 • GRI 2-29 • GRI 3-3 • GRI 401-2 • GRI 402 • GRI 403-9 • GRI 405-1 • GRI 405-2 • GRI 406-1 • GRI 408-1 • GRI 409-1 • GRI 412-1

Fundamental is to understand the organisation's approach to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The stability of its workforce from a contractual point of view, linked to internal welfare policies, is a key element for the organisation to ensure high productivity performance.

An appropriate working environment that fosters social inclusion and work-life balance of employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves company performance and strengthens the organisation's ability to adapt to extraordinary events.

There is a policy/procedure for regular consultations with key stakeholders/stakeholders, in particular employees.

The company measures employee satisfaction with a regular, periodic survey.

The company has adopted and made public on its website, policies and procedures on the issues of respect for human rights (child, forced or compulsory labour) and fairness, diversity and inclusion (issues covering discrimination based on gender, race, religion, sex or sexual orientation).

In addition, Pelletteria 2F adopts a Check List on Safety at Work, in addition to current regulations, which follows the Due Diligence guidelines of the UNI: EN ISO 45001:2018 Management System.

The number of female employees, interns/trainees and self-employed women by professional category:

Managers	1
Employees	7
Workers	16

The number of male employees, interns/trainees and self-employed workers by occupational category:

Managers	2
Employees	1
Workers	6

The percentage difference in average taxable gross pay per most represented occupational category between men and women is 5%.

The percentage of employees belonging to protected categories under Law 68/99 or disadvantaged persons under Law 381/91 and/or underrepresented minorities is 7%.



The percentage of total employees by contract type:

Open-ended	100
Part-time	43

The number of accidents in the last five years was less than 3.

The number of hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees is 51,900.

The company with a view to corporate welfare:

- agrees to hourly flexibility/smart working;
- awards productivity bonuses;
- provides agreements with local entities (fuel vouchers/spending vouchers/discounts);
- provides Completion of Form 730 at the company's expense;
- provides incentives for men to share the burden of care (e.g. parental leave);
- makes RCA policies available to employees.

Training

GRI 2-29 • GRI 308-2 • GRI 403-5 • GRI 403-7 • GRI 404-2 • GRI 412-2 • GRI 414-2

The development and maintenance of professional skills and competencies are conditions that enable companies to pursue their strategic objectives of creating value for the organisation.

There is a programme for appropriate training on the Code of Ethics for employees, consultants and suppliers.

The main topics of the training provided during the last reporting period (e.g. 1 January - 31 December) concerned:

- the scope of Privacy (e.g. GDPR);
- predominantly environmental content (e.g. combating waste of materials and natural resources, waste management, water resource management, energy use efficiency, etc.);
- the area of health and safety at work.







Network and Territory



Local communities

GRI 203-1

The integration of the company with the local community, through the implementation of interventions that literally open the doors of the production reality to the residents, is certainly a strong and progressively developing point to limit/improve the impacts that the company has on the surrounding territory. It becomes fundamental, in fact, with a view to creating shared value, the relationship that the company establishes with the territory in which its headquarters and sphere of operations are located, in order to implement that exchange of expectations, experiences and suggestions that invariably influence the growth strategies of the company itself and reduce/improve its impact on the community.

The relationship that the company establishes with local communities is therefore important, so that the community does not have to be subjected to the company's operations, but becomes a real player with a strong ability to influence operational and development choices.

The company carries out projects in schools or in the community on sustainability issues.

Customer relations

GRI 418

When it comes to customer relations, it is of great importance how the company considers the health and safety impacts of its customers, starting with the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and eventual subsequent certification.

The same impact is to be found in the realisation phases, i.e. in manufacturing and production, but also in marketing, up to supply, use and the attention the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a Privacy and Data Security policy/procedure.

Infrastructure investments and funded services

GRI 203-1

The economic dimension of sustainability concerns the impacts of an organisation on the economic conditions of its stakeholders. It also concerns the impacts of an organisation on local, national and global economic systems.

Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects.

When we speak of indirect economic impacts, we refer to the consequences of financial transactions and the flow of money between an organisation and its stakeholders and are particularly important when assessed in relation to the improvement of stakeholder conditions, not only directly related to the company's own activities, but connected to the further impacts these may have.

The investments made by the company respond to national and international sustainable development objectives. Investment, innovation, technology development and the pursuit of quality are key elements in economic strategies, as they create a real multiplier effect that benefits a wide range of stakeholders.

The company makes donations, sponsorships and donations to benefit the community in the area in which it operates.

Pelletterie 2F is equipped with a company defibrillator and has internally 2 resources trained in its use. It also donated a defibrillator to the oratory and one to the municipal sports field.







Business Model and Innovation





Suppliers and procurement practices

GRI 2-25 • GRI 204-1 • GRI 301-3 • GRI 308-1 • GRI 412-1 • GRI 414-1

Within the framework of the organisation's relations with its suppliers, an extremely important chapter concerns their environmental assessment, by which is meant the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess compliant supplier behaviour in terms of social, economic and environmental impacts as these impacts are directly and indirectly reflected on the company's own value chain.

Therefore, on the one hand, the organisation is driven to monitor the behaviour of suppliers and, on the other hand, to define strategies and actions to limit the scope of those with negative impacts.

The company has a process to monitor the punctuality of payments to its suppliers.

The company plans an evaluation of suppliers on ESG areas, in particular:

- on the possession of environmental certifications;
- on the possession of social certifications (in health and safety);
- on their geographical proximity.

The policy on respect for human rights was also extended to the supply chain.

The percentage of company products that can be considered recyclable/reusable is between 21% and 50%.

Leather goods manufacturer 2F is implementing the supply chain monitoring process via the Synesgy platform. This service will enable it to extend the assessment of the ESG impact of its supply chain to its largest member companies, enriching the usefulness of the analysis.







Leadership and Governance



Governance

GRI 201-2

The organisation's governance structure, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is integrated into the organisation's strategy and operations, and how well the company itself is 'equipped' to oversee the management of impacts.

The company is insured against physical risks.

Professional Ethics

GRI 2-22 • GRI 2-25 • GRI 2-27 • GRI 419

The organisation's political commitments must be aimed at responsible business conduct, including a commitment to respect human rights.

These commitments constitute the company's values, principles and norms of behaviour and mission embedded within its economic objectives. The human rights enshrined in national and international standards, coupled with the organisation's actions to prevent or mitigate potential negative impacts for each material issue are the grid through which the company's activities must pass, considering political commitment as an integral part of the company's strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it implemented an ESG impact assessment process.

The company has adopted a Code of Conduct.



The corporate code of conduct.

Regulatory Compliance

GRI 2-16 • GRI 2-26 • GRI 2-27 • GRI 307 • GRI 419

The compliance of an organisation indicates the ability of the governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

The company adheres to one or more international initiatives/protocols, frameworks and standards, such as ZDHC and FAIRWEAR FOUNDATION.

There is a figure within the company who receives negative evidence of possible wrongdoing, violations of law or offences in the course of his or her activities (e.g. Whistleblowing).

The company has adopted a Code of Ethics and an Organisation and Management Model (MOG D. Lgs. 231/2001).

The company is registered on the following platforms:

- TRUSTRACE for supply chain traceability and transparency;
- ICS for sustainability and supply chain traceability;
- WORLDLY/HIGG/FEM/ CASCALE for chemical;
- ROAD MAP TO ZERO AND ZDHC;
- ON TRUST.

Recommended actions



Business and corporate governance

- Strengthening its strategy to seize the opportunities of the sustainable development model.



Water, energy and waste

- Implement a water recovery and/or reuse system.
- Measure the company's air pollution emissions to understand its environmental impact and identify appropriate improvement actions.
- Take measures to increase recycled/reused raw materials as production inputs.
- Strengthen measures to increase recyclable/reusable products/services.
- Offer their employees incentives (e.g. season tickets/conventions) to encourage the use of public transport or eco-friendly vehicles to get to work.

Environmental Certifications

- Adopt ISO 50001 certification on energy management systems.



Personnel Management, Certifications and Standards

- Evaluate the possibility of adopting the guidelines of ISO 45001 with regard to occupational health and safety management.
- Strengthen regular consultations with key stakeholders.
- Broaden the topics of training to include, for example, anti-corruption.
- Broaden the topics of training to include, for example, the circular economy.
- Broaden the topics of training to include, for example, digital innovation.



Regulatory Certifications

- Adopt ISO 9001 quality management system certification.
- Prepare a report containing the company's environmental and social sustainability results.
- Adopt ISO 37001 certification on the management system for the prevention of corruption.

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