

SUSTAINABILITY REPORT 2023/2024



SUSTAINABLE EXCELLENCE

Our Commitment
to a Responsible Future



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Guide to the Report

Klopman International S.r.l. (subsequently “Klopman” or the “Company”) is publishing its 9th Sustainability Report 2023/2024, which stands for transparency, discussing the company’s trifold commitment to environmental stewardship, social responsibility, and economic vitality. This report serves as a comprehensive overview of Klopman’s achieved milestones.

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

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

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

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

The document’s reporting perimeter is confined to Klopman International Srl, ensuring a focused and accurate representation of the company’s sustainability activities. Data related to Klopman’s branches across the globe considered in this report only related to the total number of employees.

The data refers to the 2023/2024 reporting period (from 01/04/2023, to 31/03/2024). Any deviation of some ESG data from what was published in the previous report is caused by the different reporting time frame (solar year instead of fiscal year). This report not only serves as a historical record, when possible, but also as a guidepost for the progressive strides that lie ahead.

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

The Document has been subject to approval of the CEO as of 17/02/2025, and then published on the website of the company.



STRATEGIC

LAUNCH OF THE ONE STOP SHOP CONCEPT

(knitwear included in our offer)

THREE LEADING BRANDS

PROGRESS IN CIRCULAR FABRIC OFFER

(FABRICS WITH 30% RECYCLED CONTENT)



LCA CALCULATION STARTED FOR ALL FABRICS (EPD VERIFIED)



GRI REPORTING: TRANSPARENCY FOR A SUSTAINABLE FUTURE.



GRS/RCS ACHIEVED DURING THIS YEAR



HIGHLIGHTS

**NEW INVESTMENT:
ELECTROFILTER
SYSTEM
+ HEAT RECOVERY**
(8% CO2 reduction)



**IMPROVED
HOT WATER
RECOVERY**
(+7% VS LAST
YEAR)



**CYBER SECURITY:
A NEW WAY TO
SAFEGUARD
KLOPMAN
DIGITAL FUTURE**



**SEDEX: A WAY
TO MONITORING
OUR SUPPLIERS
THROUGH
THE PLATFORM**



**PEOPLE:
NEW ASSUMPTIONS & NEW TRAININGS**



MESSAGE FROM THE CEO

Dear Reader,

This year, we are proud to present our 9th Sustainability Report, covering the fiscal year 2023-24. In this edition, we highlight our achievements in enhancing environmental performance, driving sustainability initiatives, and fostering collaboration with stakeholders to build a more sustainable future. For Klopman and our entire Group, sustainability is more than a goal, it is a fundamental value guiding our vision and shaping our path forward.

At the core of our sustainability strategy is our ongoing investments in both R&D and advanced technology. This year, we have made significant strides in enhancing our manufacturing facilities, ensuring they meet the most stringent environmental standards.

The installation of cutting-edge production technologies will reduce emissions, save energy, and enhance our overall environmental performance. These efforts are just one example of how we are transforming our operations to be more efficient and sustainable.

Our dedication to sustainability is also reinforced by the introduction of the life cycle assessment (LCA) methodology implemented for our products.

This rigorous approach allows us to track and assess every stage of a product's life, from raw material sourcing to manufacturing, distribution and end-of-life disposal. This allows us to continuously improve the environmental footprint of our products and therefore of our customers.

Together with the continued support of our stakeholders, we are confident that we can navigate the challenges of the coming years and contribute to creating a better world for all.

Sincerely,
Giuseppe Crippa
Klopman International CEO



Giuseppe Crippa

MESSAGE FROM THE MANAGING DIRECTOR

Dear Reader,

At Klopman we are deeply committed to integrating sustainable practices into every aspect of our operations, from reducing our environmental footprint to supporting social equity and fostering a culture of inclusion and transparency.

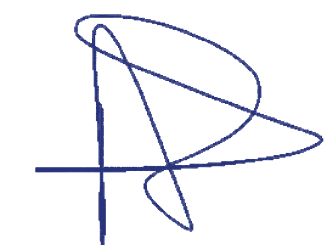
Our Wear Circular initiative is a key part of this vision. It focuses on transforming end-of-life garments into new raw materials for fabric production, embracing a sustainable cycle that not only saves valuable resources but also significantly reduces greenhouse effect and textile waste. This project has been widely recognized as a real breakthrough in the textile market, as it can support the transition from a linear to a circular business model, and for this it has been repeatedly awarded by ETSA, the European Textile Association; PCIAW, The Professional Clothing Industry Association Worldwide; and CEO for Life.

To promote this concept, we recently launched a new range of polyester-cotton products made from post-consumer recycled garments. By recycling end-of-life clothes into new fibers, we create durable fabrics and garments, achieving a truly circular process tailored to the high standards of the workwear sector.

We believe that sustainability and circularity are not just goals, they are the foundation of our work and the way we see the future of the industry. Together, with the support of our partners and customers, we are shaping a more sustainable and resource-efficient world.

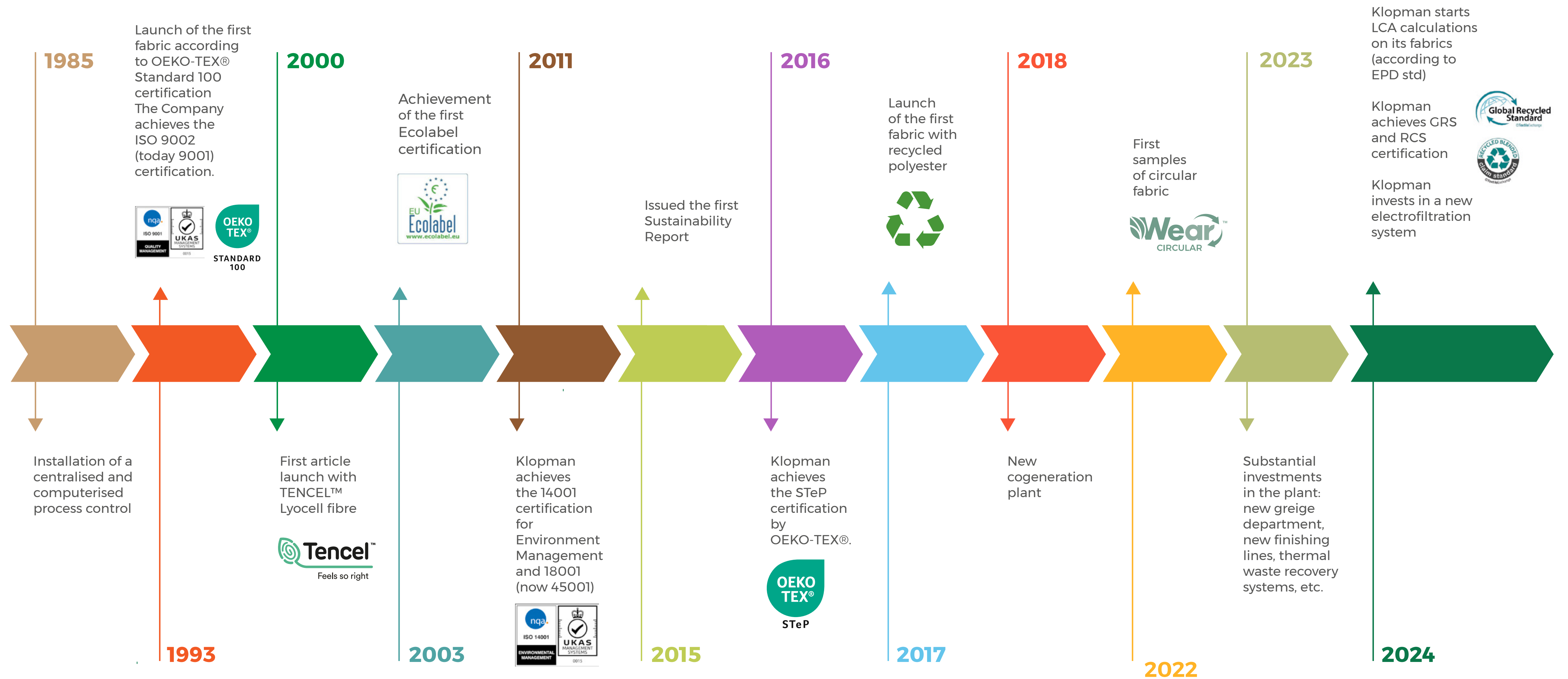
We invite you to explore the insights shared within these pages and accompany us as we continue our journey toward a more sustainable and responsible future.

Sincerely,
Amaury Sartorius
Managing Director,
Klopman International



Amaury Sartorius

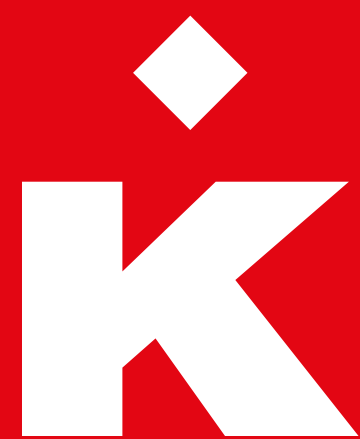
Sustainability Timeline



KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

WHO WE ARE

- 1.1 Klopman in brief
- 1.2 Our philosophy
- 1.3 Our Values
- 1.4 Company structure
- 1.5 Activities and Value Chain
- 1.6 Certifications



01

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“ONE-STOP SHOP” CONCEPT FOR THE GROUP

The Group Coisne et Lambert SA composed of the companies Klopman International and TDV Industries has recently acquired two companies: TAD Teintures et Apprêts Danjoux, a company specialised in dyeing and finishing on knitted fabrics, and Infinity Group (4F - Performance), a major French player in the technical knitted fabrics sector.



This is a strategic milestone for the group to extend and complete its offer of fabrics in the knitwear sector thanks to a partnership that will exploit the strengths and peculiarities of all companies.

By combining the entire Group strengths in fabric manufacturing, advanced textile treatments, and innovative knitwear technology, we now provide customers with a complete range of high-performance, sustainable solutions from “head to toe,” ensuring every garment is optimised for comfort, performance, and safety.

This “one-stop shop” approach reinforces our position as a comprehensive provider for the safety and workwear sectors all around the world.



1.1 Klopman in brief

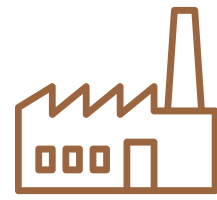


N°.1 workwear fabrics producer in Europe



Frosinone

Located in Frosinone Central Italy



70,000sqm

70,000 sqm manufacturing plant



70 country

Fabric sold and distributed in more than 70 countries



€146 millions

Of revenue in the fiscal year 2023/2024



40 millions

Klopman produces approximately 40 millions metres of fabrics annually



94% Klopman achieves of its annual turnover in exports

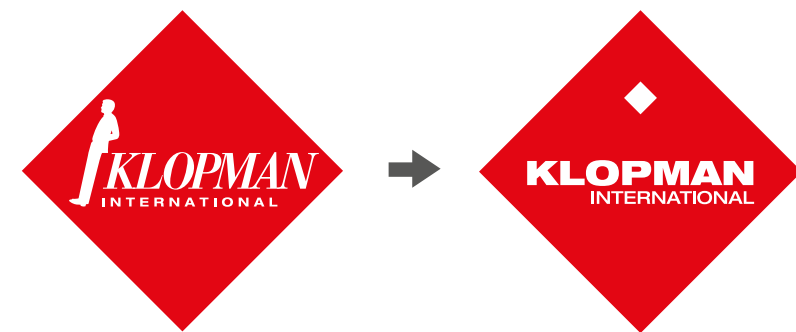


375 Employees in Italy



1.2 Our Philosophy

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



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

From its inception, Klopman has embraced business responsibility as a guiding principle. Recognizing the profound impact of its products and operations on the environment and society, the company has maintained a steadfast commitment to responsible business practices.

Upheld by values of trust, transparency, and integrity, Klopman's dedication to sustainability extends across all facets of its operations, encompassing responsible sourcing, occupational health and safety, environmental management, anti-corruption measures, and the protection of human rights.

1.3 Our Values

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

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

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

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

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

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

MISSION

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

VISION

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

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

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



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

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





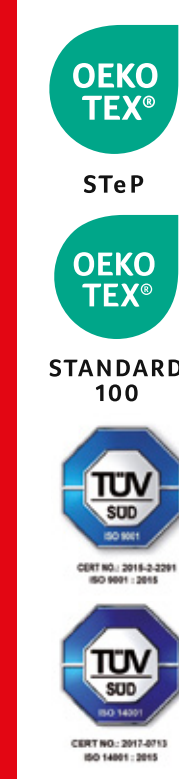
1.4 Company structure

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

Since joining forces, both Klopman and TDV Industries have started a dynamic collaboration that has not only fortified their financial standing but has also strategically positioned them as influential players across not only Europe. Klopman, renowned for its production and commercialization of technical fabrics, has emerged as a leader in the protectivewear, workwear, and corporatewear sectors. Notably, their impact is felt in every corner of Europe, where one in three workwear garments is now crafted with Klopman fabrics, a testament to the trust and recognition they've garnered in the industry. TDV's number one protective fabrics producer is located in Mayenne, France with its sustainability oriented DNA.

At the heart of this group there is Klopman's Frosinone production plant in Italy, which serves as the headquarters, and a sprawling industrial site covering 70,000 square metres. Here, cutting-edge technologies and centralised process controls are employed, showcasing Klopman as an industrial jewel. The meticulous monitoring and correction of over 5.000 process controls underscore the company's commitment to precision and excellence. Klopman's global expansion strategy extends beyond Italy's borders, strategically positioning the company in key international markets. Klopman ensures a worldwide presence through an extensive distribution network and specialised agents complemented by sales offices or intercompanies strategically located in Düsseldorf, Lyon, Moscow, Borås (Sweden), Dubai and Bangkok, United Kingdom and Switzerland. This network not only extends its reach, but also consolidates its presence in a variety of markets, enabling it to effectively meet customer needs and maintain a competitive advantage on a global scale.

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



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

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




The recent acquisition of TAD and 4F Knits underscores the Group's commitment to expanding its presence in the protectivewear, workwear, and tacticalwear markets all around the world.


4F Knits, based at Nancy, France specialises in high-performance technical knitted fabrics, offering durable and comfortable solutions for workwear, sportswear, and protective clothing. Their expertise in technical textiles makes them a key player in the sector.


TAD (Teintures et Apprêts Danjoux) is a company specialises in dyeing and finishing services for knitted fabrics. Based in France, TAD is known for its expertise in creating textiles that are both functional and visually appealing.



Our International Presence

 KLOPMAN
Frosinone Headquarters
and Production Plant


 TDV Laval
Headquarters
and Production Plant

 4F Nancy
Headquarter

 JAKARTA
Production Plant

 TAD
Production Plant

 Commercial branch
offices

 Agents
and distributors



1.5 Activity and Value Chain

Since the company began in 1967, Klopman has been committed to producing high-performance fabrics to guarantee protection, comfort, and durability to its wearers. Klopman fabrics, produced in over 700 different styles and 600 active colours, can also be custom developed according to customer requests. Klopman is actively involved in the production process from selection of the raw material to ensure the best quality at every stage. Our goal is to always deliver ultimate satisfaction to all our customers. Our products offer durability with outstanding colour performance, even when subjected to industrial laundry processes. These fabrics are designed for use in the most demanding working environments, offering versatility and fitness for purpose.

Customers can choose from poly/cotton fabrics and cotton-rich fabrics with characteristics such as antibacterial, antistatic,

flame-retardant and high-visibility for PPE applications. Klopman works with well known chemical and fibre suppliers, like Cordura, Lycra, Kermel, NegaStat, Proban or Sanitised, to make their finishes available on our fabrics, and our company is one of the world's most respected textile producers. We also offer laminated and softshell solutions in our collection.

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



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

FROM RAW MATERIAL SELECTION

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

TO WEAVING

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

TO FINISHING

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

FOR AN EXCELLENT LEVEL OF QUALITY

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

Our Partners

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



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



Fabrics certified for **LYCRA®** ToughMax technology



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



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



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



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



An antistatic filament and registered trademark of Barnet, offering efficient electrostatic dissipation for earthed and unearthed garments.



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



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



A registered trademark of Unifi, Inc.



A sustainably produced, inherently flame-resistant cellulosic fibre made using the Modal production process. It meets the European Man-made Fibers Association's (CIRFS) standards for flame-retardant fibers.

Institutional Partners



CNR NANOTEC (National Nanotechnology Center) advances nanotechnology through research in nanomaterials, nanodevices, and nano manufacturing, driving innovation across industries. Klopman participated actively in the NAST project, funded by the Italian government focused on developing a protective fabric that provides active protection in polluted and low-visibility workplaces.



La Sapienza University in Rome, a leading institution in scientific and technological research, is actively involved in the NAST (Nano and Smart Textiles) project, funded by the Italian government. This initiative focuses on developing innovative protective fabrics for hazardous environments with high pollution or low visibility. In collaboration with industry leaders like Klopman, La Sapienza is advancing fabric technology to enhance both safety and functionality in everyday textiles.

1.6 Certifications

Klopman has achieved the most prestigious certifications in the market both for its products and processes: **ISO 9001, ISO 14001, ISO 45001 (previously 18001), ISO 5001, OEKO-TEX® STeP Membership, REACH regulation, AEOF certification, Ecolabel, Better Cotton, and Fairtrade Certification.**



ISO 9001:

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



ISO 14001:

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



ISO 45001:

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



ISO 50001:

In 2023 Klopman also achieved a certification for compliance with the international standard ISO 50001:2018 for Energy Management. ISO 50001 defines an energy management framework for establishing specific energy policies, processes, procedures, and tasks to meet an organisation's energy goals. (see section 4.2)



OEKO-TEX® Standard 100

Is a worldwide independent testing and certification system for textile products guaranteeing that product has been tested for harmful substances. ALL OUR ONLINE PRODUCTS ARE OEKO-TEX® STANDARD 100 CERTIFIED. KL: 21.HIT.91104, 21.HIT.78937, 16.HIT.89108, 93.0.4408, 06.0.45545, 04.0.4929 TDV Industries: CQ601-2, CQ601-3, CQ601-4



OEKO-TEX® MADE IN GREEN

Is a label for textile products that are sustainably produced and have been tested for harmful substances according to the OEKO-TEX® STANDARD 100 criteria. It is produced by companies that have been audited for OEKO-TEX® STeP certification.



OEKO-TEX® STeP – SUSTAINABLE TEXTILE PRODUCTION:

Klopman has renewed (Level 3) the prestigious STeP (SustainableTextile Production) certification released by Oeko-Tex® Association to measure manufacturing performances in terms environmental performance, workers' health and safety, social responsibility, chemical products and their use, and environmental management. Part of the certification is the **Detox to Zero program**, an efficient verification system for the textile industry which aims to implement the criteria of the Greenpeace Detox Campaign



AEOF certification:

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



REACH regulation:

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



ECOLABEL certification:

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



Better cotton:

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



Fairtrade:

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

NEW

By has achieved two new certifications, by enhancing :
Transparency: Full traceability of recycled materials.
Environmental Responsibility: Reduced reliance on virgin resources.
Third-Party Verification: Annual audits confirm recycled content.



The Global Recycle Standard (GRS), managed by Textile Exchange, verifies recycled content in products with a minimum of 20% recycled material and includes requirements for social, environmental, and chemical practices.



The Recycled Claim Standard (RCS), on the other hand, focuses specifically on tracking and verifying recycled content in products.

KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

OUR APPROACH TO SUSTAINABILITY

2.1 Sustainability Strategy

2.2 Klopman commitment to SDGs

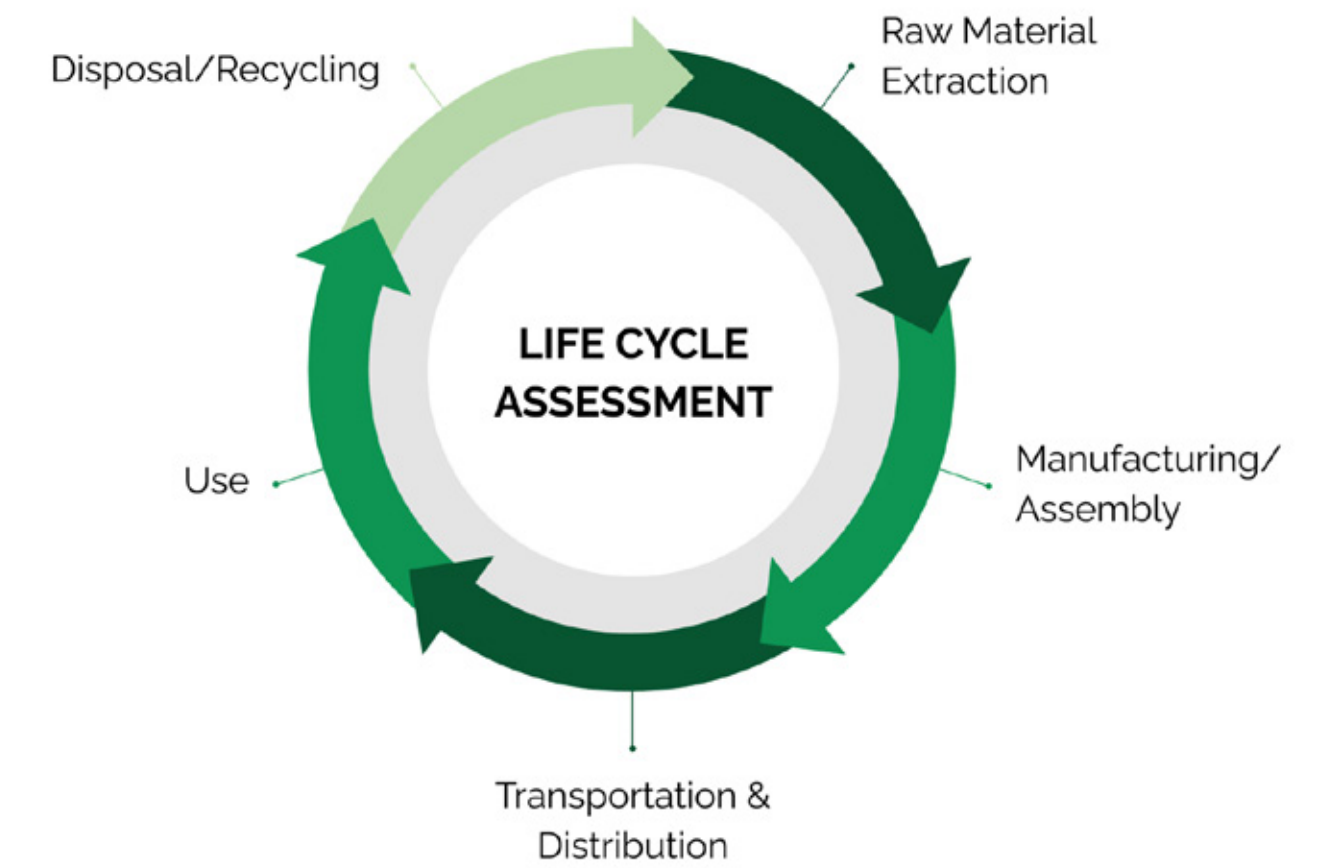
2.3 Our stakeholders

2.4 Materiality Analysis



02

KLOPMAN'S SUSTAINABILITY STRATEGY IS A COMPREHENSIVE APPROACH THAT INTEGRATES ENVIRONMENTAL STEWARDSHIP, SOCIAL RESPONSIBILITY, AND ETHICAL BUSINESS PRACTICES AT EVERY STAGE OF ITS OPERATIONS.



By focusing on 8 key areas, Klopman is committed to improving the sustainability of products, supply chain, and overall operations. The company focuses on a circular economy, recycling and reusing materials to minimize waste, and uses **Life Cycle Assessment (LCA)** to evaluate and reduce its products' environmental footprint.

Through CSR reporting and various certifications, Klopman ensures transparency and adherence to global sustainability standards.

We also also work to reduce water and energy consumption in production, while we're membership in SEDEX ensures ethical supply chain practices.

Aligning with the United Nations Global Compact, Klopman supports global sustainability goals. Finally, there is a People (People, Environment, and Organization) approach that integrate sustainable practices throughout daily operations. These pillars help Klopman lead the way in responsible business practices.

The 8 Pillars of our sustainability strategy

2.1 Sustainability Strategy

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

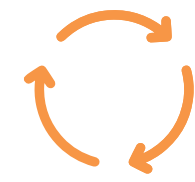
“Klopman plays a key role in the textile sector, serving Europe’s leading industrial laundries with innovative and sustainable solutions. Sustainability is at the heart of our approach, from developing circular fabrics to using LCA (Life Cycle Assessment) calculations to measure and reduce the environmental impact of our products.

This commitment helps us design the fabrics of the future, combining exceptional quality with sustainable practices. By prioritizing recycled and recyclable materials, working with a value-driven supply chain, and fostering transparency, Klopman has positioned itself as a leader in sustainability and innovation within the industry.”



ROSSELLA DE ANGELIS

Communication/CSR & Circular Economy Director



01

CIRCULAR ECONOMY

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



02

PRODUCT LIFE CYCLE ASSESSMENTS

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



05

WATER AND ENERGY CONSUMPTION

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



06

ETHICAL SOURCING

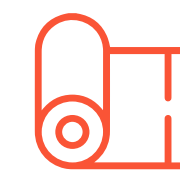
As part of its ethical business practices, Klopman adheres to the SEDEX (Supplier Ethical Data Exchange) standards. SEDEX is a global platform that allows companies to manage and monitor ethical performance in their supply chain. Klopman’s compliance with SEDEX ensures that its suppliers meet high standards for labor conditions, health and safety, and environmental impact. This commitment to transparency and ethical sourcing promotes responsible business practices and helps Klopman maintain strong, sustainable relationships with its partners.



03

CSR REPORTING

Our 9th sustainability report has adopted for the first time the GRI standards. With the aim to anticipate as far as possible the obligations that will come from the European Union on the CSRD Corporate Sustainability Directive by anticipating what will become standards to be at the forefront of sustainability.



04

PRODUCT AND COMPANY CERTIFICATIONS

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



07

UNITED NATIONS GLOBAL COMPACT COMMITMENT

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



08

PEOPLE CARE

Klopman’s success is driven by the well-being and dedication of its employees. The company fosters a workplace culture that prioritizes diversity, inclusion, respect and employee well being, investing in training and development programs to support personal and professional growth. In addition to prioritising its workforce, Klopman engages in community focused initiatives that promote social welfare and contribute to local development, demonstrating its commitment to responsible business practices and positive social impact.

2.2 Klopman commitment to SDGs

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



THE GLOBAL GOALS For Sustainable Development

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

The Agenda requires significant engagement from all members of society, including businesses, civil companies, the public sector, philanthropic institutions, universities, research centres, news operators and cultural organisations. Always adhering to sustainability as the core of its strategy, Klopman identified the SDGs it can have the greatest impact on through its activities.

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



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

These ten principles of the United Nations Global Compact are:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights

Principle 2: make sure that they are not complicit in human rights abuses

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining,

Principle 4: the elimination of all forms of forced and compulsory labour,

Principle 5: the effective abolition of child labour;

Principle 6: the elimination of discrimination with respect to employment and occupation

Principle 7: businesses should support a precautionary approach to environmental challenges;

Principle 8: undertake initiatives to promote greater environmental responsibility;

Principle 9: encourage the development and diffusion of environmentally friendly technologies;

Principle 10: businesses should work against corruption in all its forms, including extortion and bribery.



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

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



2.3 Our Stakeholders

Stakeholders, the diverse entities with vested interests in a company’s operations, form a dynamic and interconnected web that significantly influences and is influenced by the organisation’s activities. Their perspectives, expectations, and engagement with the company contribute to a complex ecosystem that shapes corporate decisions and outcomes.

At Klopman, with our deep passion for a sustainable future, we value that all of our stakeholders align with our environmental and social goals, which is why we have strived for engagement activities which uphold all of us to such standards.

CATEGORY	ENGAGEMENT ACTIVITY
Employees	Building our people’s skills and professional expertise through training and personal development and rewarding success and high performance
Customers	We understand that our customers demand the best possible quality and product performance together with a best-in-class level of service. We rigorously highlight these elements across our production, as well as research what they ask of us and do our best to deliver.
Suppliers	We constantly strive to choose a supply chain that shares our same values and approach to business.
Investors and Financial institutions	Transparency is at the core of all our operations towards Investors and financial institutions. Only building trust we can guarantee long-lasting business relationships
Local communities	Klopman is proud to partner with local events and social initiatives, to contribute to building a more inclusive and cohesive society creating a union between people and territory.
Governments and policy makers	We have a beneficial and constant exchange with the institutions. Klopman is a well-established firm in the Frosinone area and its role in the creation of value is well recognized at different levels.
Textile industry	Klopman has been in the textile market for over 50 years and represents a major player in the European workwear textile market, well recognized from all players on the field.
Governance bodies	All our strategic decisions are discussed and agreed within our governance bodies. All opinions are taken into equal consideration.
Certification bodies	Klopman process is ISO certified, including ISO 9001, ISO 14001, ISO 45001 (previously 18001) and ISO 50001, and we’re always looking for ways to improve our already effective environmental management system.

FOCUS ON: TEXTILES ASSOCIATIONS

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

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

2.4 Materiality Analysis

In order to identify the most relevant issues on which to develop the narrative of the CSR report, Klopman has developed the process of materiality analysis for the first time, in compliance with the new GRI Standards in their latest update, used as a reporting framework.

The preparation of a Sustainability Report in line with the GRI Standards implies the dissemination of information based on so-called “material topics”.

This term refers to issues representing the economic impact, environmental and social issues of the company, or topics that significantly affect stakeholder assessments and decisions.

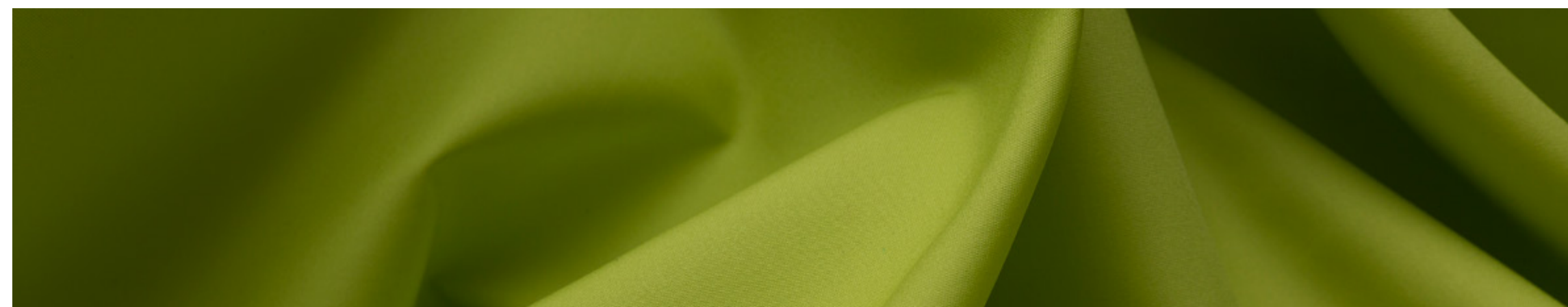
Specifically, an analysis was carried out on the sustainability documents produced by the main peers present within the national and international panorama as well as an in-depth analysis of the company’s internal documentation, sustainability sector trends of the market, and major competitors’ sustainability reports as a result of the benchmark analysis and the regulatory landscape.

The entire process was to identify the current and potential impacts, both positive and negative, that can be caused by the company’s operations, from the environmental, social (including human rights) and governance point of view. The impacts were estimated through the involvement of company staff members, called to express their point of view on the perception of the company, according to two principles: the magnitude of the impact, understood as severity/significance, measuring the consequences of the impact and any irremediability and duration, and the likelihood of occurrence of the impact.

The severity/significance and likelihood were measured on a scale from 1 to 5. Then, the convergence of impacts into material topics was operated, and followed by a scoring system and identification of a preliminary list of material topics.

In the end, the prioritisation of ESG material topics operated by Klopman Top Management, resulted in identifying 9 material topics. The information and data concerning those issues, that were not deemed material, will be monitored and reported in future years.

THE FOLLOWING TABLE SHOWS THE MATERIAL TOPICS IDENTIFIED WITH THEIR DESCRIPTIONS



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

KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

GOVERNANCE

- 3.1 Governance structure
- 3.2 Management structure
- 3.3 Business ethics



03

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THE CODE OF CONDUCT



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

THE CODE OF ETHICS



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

WHISTLEBLOWING



At Klopman, whistleblowing is an important aspect of maintaining transparency and accountability within the organisation. The company has established clear channels for employees and stakeholders to report any unethical, illegal, or harmful activities.

INTEGRATED MANAGEMENT SYSTEM POLICY



Klopman's Integrated Management System (IMS) Policy combines key standards such as ISO 9001, ISO 14001, and ISO 45001 to streamline processes across quality, environmental, and safety management. This approach helps Klopman deliver consistent performance, reduce risks, and maintain high standards in product quality, environmental responsibility, and employee safety.

3.1 Governance structure

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

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

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

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

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

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

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

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

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

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

These results will be integrated into the strategic and operational decisions of the company. Adopting policies and procedures based on due diligence outcomes can lead the organisation towards a more sustainable operating model.

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

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

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

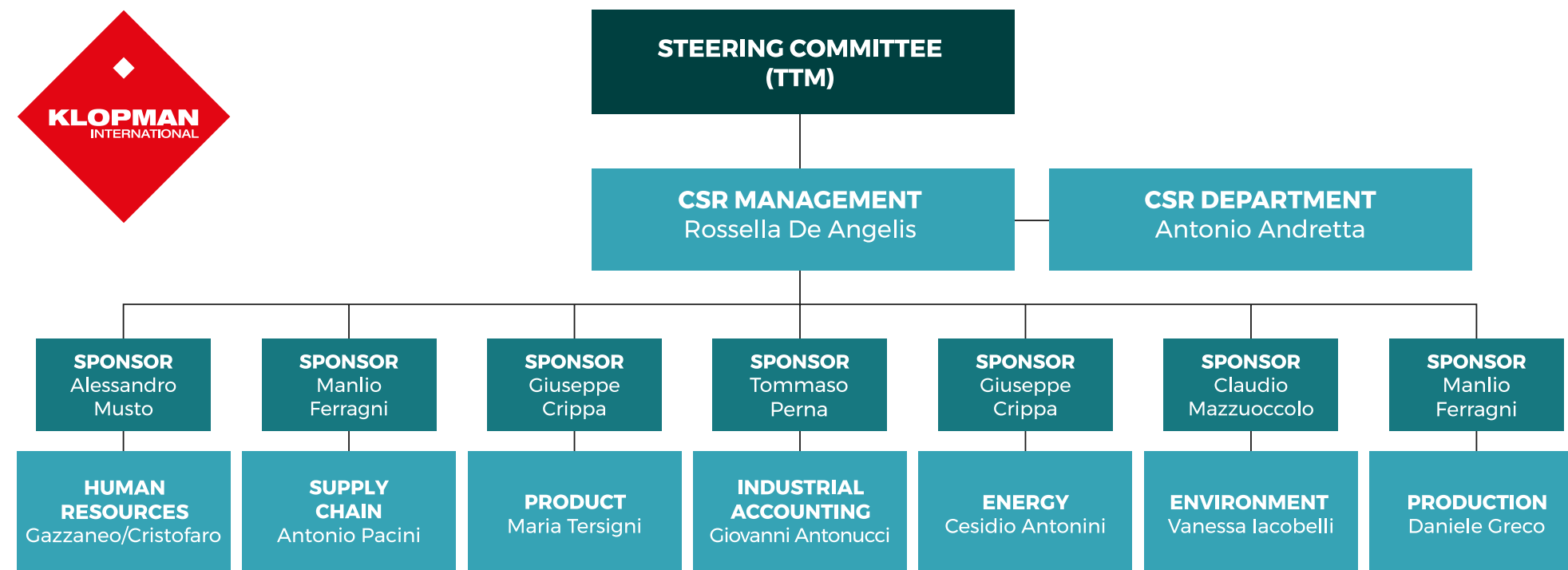
Conflicts of interest linked to cross share holdings with suppliers or other stakeholders shall be disclosed to interested parties. These conflicts can affect business decisions and supplier relationship management, and transparency about such situations is essential to maintaining stakeholder confidence.

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

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

Sustainability Governance

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



This working group was formed through dedicated training and today works in tandem with our Sustainability Director on the implementation of the ambitious projects outlined below. A periodic reporting and monitoring system of key performance indicators related to impacts on the economy, the environment and people allows the Board of Directors to regularly assess the sustainability projects that may relate to products, processes and innovations.

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

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

3.2 Management structure

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



GIUSEPPE CRIPPA
Klopman CEO



AMAURY SARTORIUS
Managing Director



ALESSANDRO MUSTO
Human Resources Director



MANLIO FERRAGNI
Plant Director - Supply Chain & Purchasing Director



TOMMASO PERNA
Finance & Administration Executive Mgr



ROSSELLA DE ANGELIS
Communication/CSR & Circular Economy Director



PIERLUIGI TRILLO'
Information Technology Director



CESIDIO ANTONINI
Plant Maintenance & Technical Services Executive Mgr



CLAUDIO MAZZUOCCOLO
EHS Compliance & Technical Service Director

3.3 Business Ethics

“At Klopman, ethical business practices are central to our governance and long-term success. As CFO, I am deeply committed to ensuring that our operations are guided by the strict principles outlined in our Code of Ethics and Code of Conduct. This approach reflects our responsibility to respect human rights, combat corruption, and promote diversity and inclusion, while maintaining full compliance with laws and regulations. By integrating these values into every aspect of our work, we ensure that Klopman operates with transparency and integrity, reinforcing trust with all our stakeholders.”



TOMMASO PERNA

*Finance & Administration
Executive Mgr*

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

Klopman bases its business on solid values and principles through the Code of Conduct and Code of Ethics.



In addition to this, underscoring Klopman’s commitment to the highest standards of ethical conduct, the Company has implemented measures to prevent and avoid corruption and bribery by adopting on a voluntary basis the Organisational Model 231, in line with the ex Italian Legislative Decree 231/2001.

This organisational, management and control model promotes prevention of a large number (174 as of Dec 2018) of offences and principles envisaged by Italian law. Legislative Decree 231/2001 is a flagship piece of anticorruption legislation, recognised worldwide.

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

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

KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

ENVIRONMENT

- 4.1 Introduction
- 4.2 Our energy consumptions and emissions
- 4.3 A responsible use of water
- 4.4 Waste management and environmental packaging



04

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**KLOPMAN
IS TAKING
A SIGNIFICANT
STEP TOWARD
ENVIRONMENTAL
SUSTAINABILITY WITH
THE INSTALLATION
OF A NEW
ELECTROFILTRATION
SYSTEM AT ITS
FROSINONE
PLANT.**

With an investment of over 5 million euros, this advanced system will purify exhaust fumes from the company's finishing department, reducing its environmental impact and improving energy efficiency. The system will also enable thermal energy recovery from hot flue gas, saving around 3,000 kWth annually and reducing natural gas consumption by approximately 1 million m³ per year.

**THIS WILL RESULT IN AN 8% DECREASE
IN CO2 EMISSIONS.**

The 24 meter high system, one of the industry's most advanced, is marking a key milestone in Klopman's commitment to sustainability.



4.1 Introduction

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

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

In the end, the prioritisation of ESG material topics operated by Klopman Top Management, resulted in identifying 9 material topics. The information and data concerning those issues, that were not deemed material, will be monitored and reported in future years.

8%

CO₂

REDUCTION EXPECTED

from the new electrofilter installation

277,254

m³

RECYCLED AND REUSED WATER

ONLY 10%

OF OUR ELECTRICITY

needs purchased for national supply

"The investment in a state-of-the-art electrofiltration system reflects Klopman's determination to combine industrial excellence with environmental responsibility. By reducing emissions, improving energy efficiency, and recovering thermal energy, we are not only minimizing our ecological footprint but also setting a benchmark for sustainable innovation in our industry. This initiative represents a tangible step forward in aligning our operations with global sustainability goals while reaffirming our commitment to a greener future."



MANLIO FERRAGNI

Plant Director

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

OUR DRIVE TO IMPROVE ENERGY EFFICIENCY AND MINIMISE OUR CO2 EMISSIONS IS UNWAVERING AT KLOPMAN AND IT'S ONE THAT CONTINUES AS WE MEET NEW CHALLENGES AND SHOW RESULTS THROUGH INVESTMENTS IN TECHNOLOGY AND INNOVATION. IN ORDER TO IMPROVE THE ENERGY EFFICIENCY, COMPETITIVENESS AND PRODUCT OFFER OF OUR PLANT, WE HAVE MADE SOME IMPORTANT INVESTMENTS IN THE LATEST YEARS:

- We have installed a new electrofiltration system to both save thermal energy from the exhaust fumes and filter the emissions in the atmosphere
- We have a completely renewed independent power cogeneration station for the self-production of the electrical needs of the plant
- We have installed a total of 50 new looms of the latest generation
- We have a completely new warping and sizing line to efficiently serve the new looms.
- We have installed two new finishing lines.
- We have also installed new equipment for dimensional stability control
- We have also installed a heat & recovery system to reuse the heat contained in the cooling water of the endothermic engines.

4.2 Our energy consumptions and emissions



CESIDIO ANTONINI

Plant Maintenance & Technical Services Executive Mgr

“A company’s commitment to improving its environmental performance necessarily requires efficient use of all energy vectors involved. Realizing this, last year we achieved ISO 50001:2018 certification for energy management for the first time.

This important milestone prompted us to reinforce the need for proper data measurement and led us to implement new tools aimed at this purpose. These investments ensure precise data collection, providing confidence that the company’s ongoing efforts to reduce environmental impact are both effective and on the right track.”

NEW UPDATED MONITORING SYSTEMS IN THE PLANT

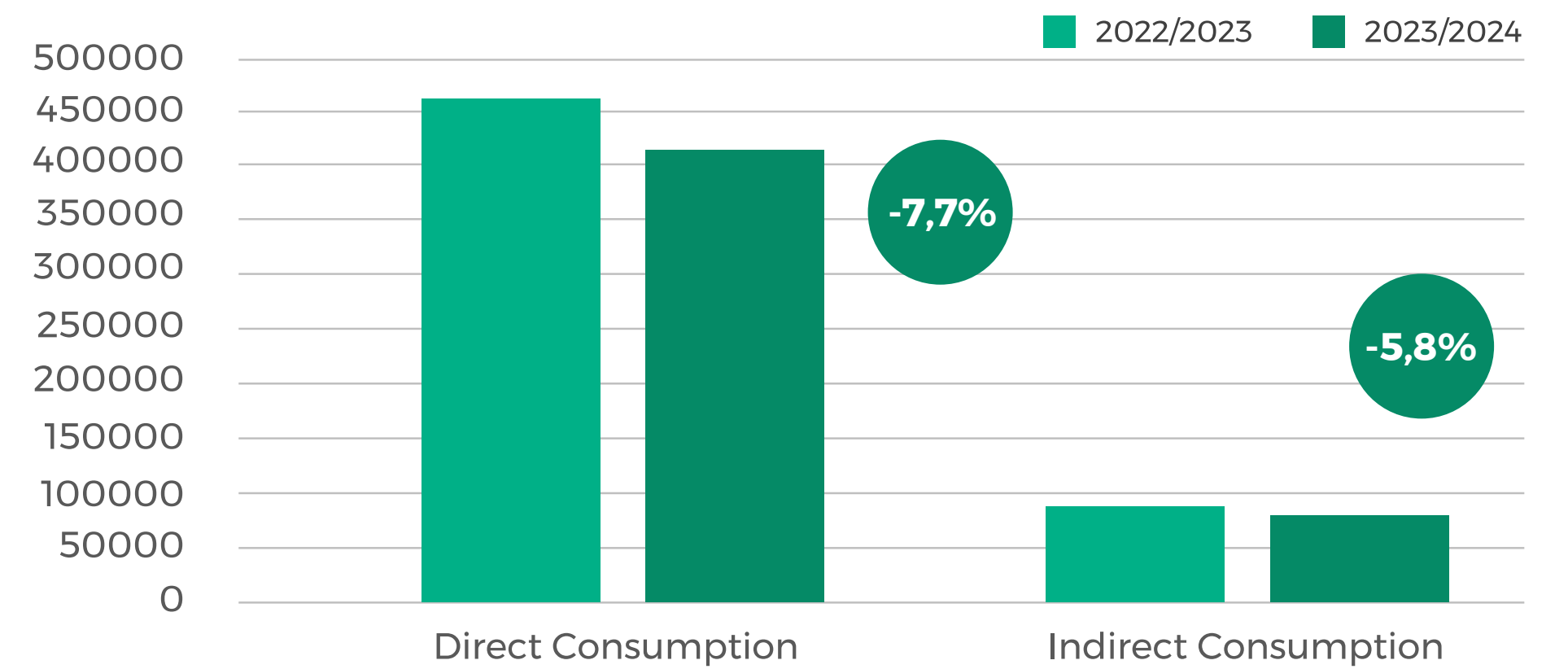
As part of Klopman’s ongoing commitment to sustainability and operational efficiency, we have recently invested in advanced utility monitoring systems. This initiative is designed to enhance our ability to track and reduce the consumption of essential resources such as

gas, electricity, water, and steam across our textile manufacturing processes.

By installing state of the art monitoring instruments on key machinery, we now have real time insights into utility usage, enabling us to identify inefficiencies and uncover opportunities for savings. Fully integrated into our centralized control room, these systems allow for improved decision making and resource optimization.

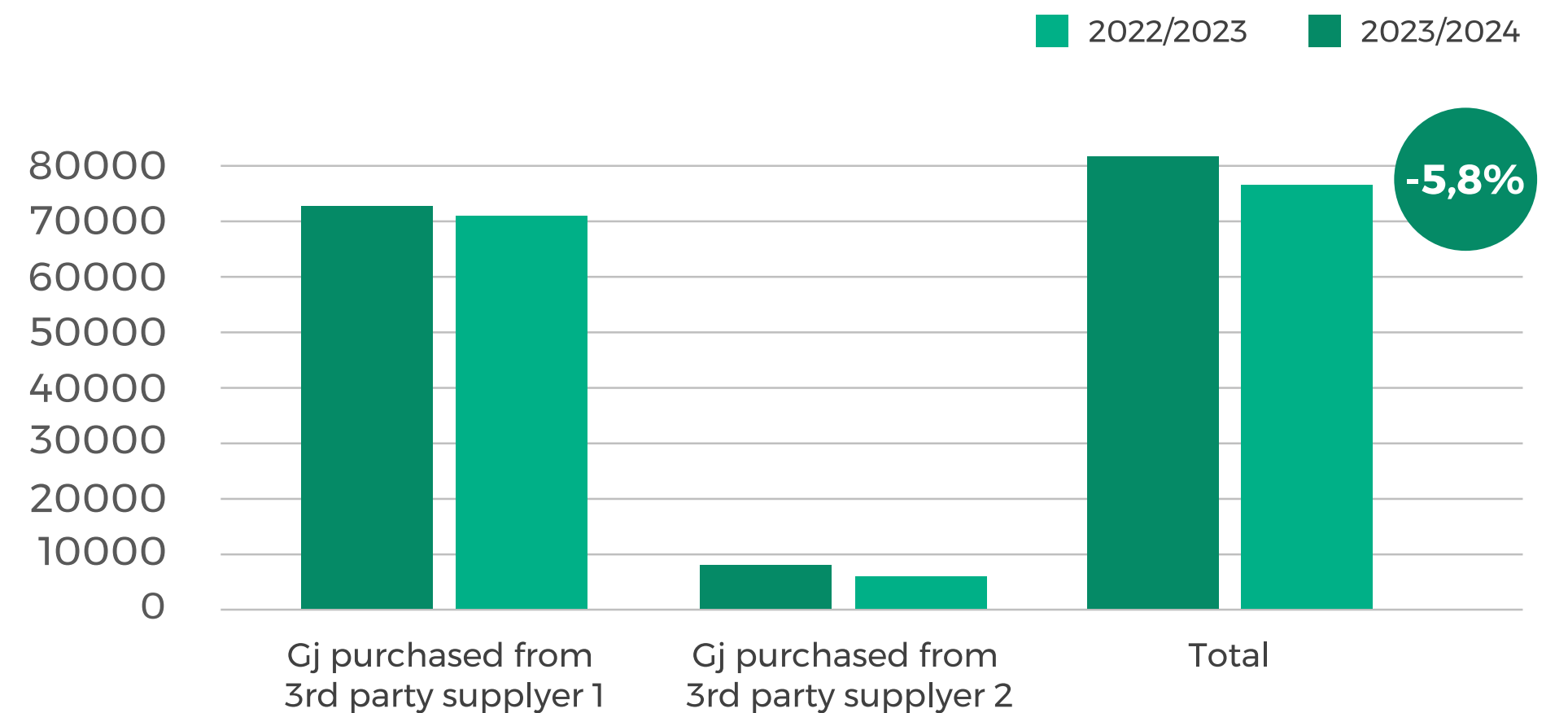
TO MINIMISE GHG EMISSIONS RELATED TO OUR OPERATIONS, KLOPMAN ASSESSES ENERGY USE AND OPTIMISES PROCESSES, REDUCING EMISSIONS AND REDUCING COST. WE RESEARCH AND INVEST IN ENERGY EFFICIENT EQUIPMENT AND ENERGY REDUCTION MEASURES.

DIRECT AND INDIRECT ENERGY CONSUMPTION (GJ)



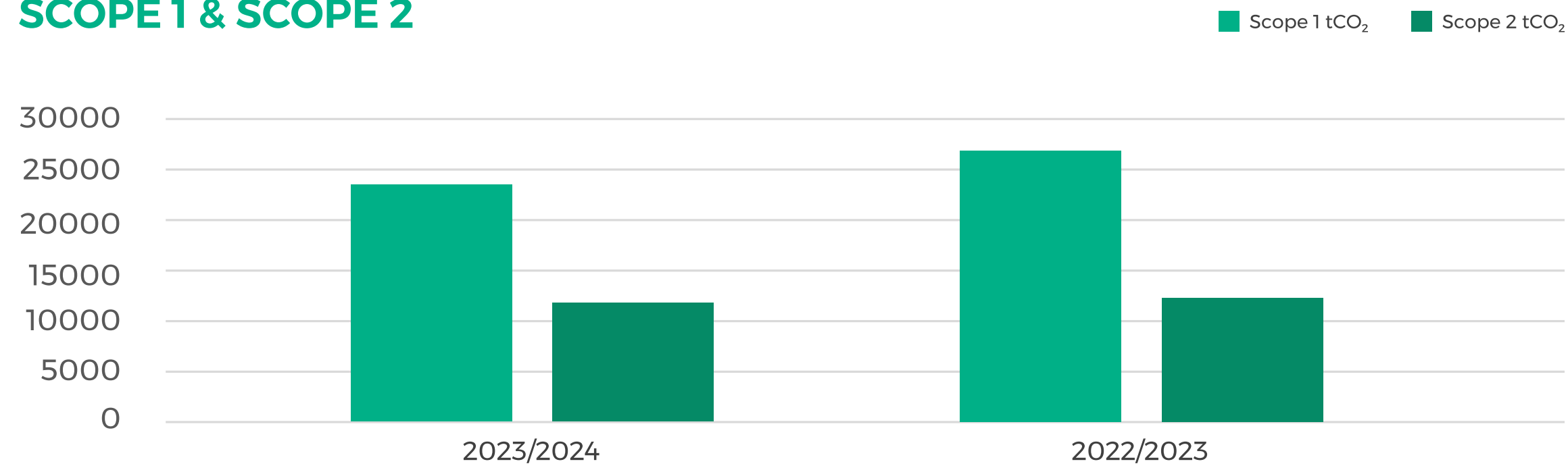
In line with our commitment to using natural resources responsibly, we have this year dropped the direct consumption of 7,7% and the indirect consumption of 5,8%

SELF-PRODUCED ELECTRICAL ENERGY AND 3RD PARTY PURCHASED



We have this year achieved a reduction of 5,8% of the total purchased energy from 3rd party.

SCOPE 1 & SCOPE 2



Consequently, in fiscal year 2023/2024 the company registered a decrease of its direct emissions (Scope 1) of 10% (from 27.237 tonCO₂e in FY 2022/2023 to 23.975 tonCO₂e in 2023/2024) and a reduction of its indirect emissions (Scope 2) by 5% (from 11.010 tonCO₂e in FY 2022/2023 to 10.492 tonCO₂e in 2023/2024).

4.3 A responsible use of water

Water is a significant resource in textile production and therefore responsible water management is vital for future communities, the environment and a sustainable business.

Water is an important component throughout the manufacturing process.

Any water containing residual dyes and other organic and inorganic compounds must be treated properly so as not to affect the communities in which we operate.

Klopman takes this obligation seriously and has invested considerable capital in water recycling systems and resources to train and equip our wastewater treatment operators to run the systems efficiently and effectively.

AN ADVANCED WATER TREATMENT SYSTEM

Since the beginning of its operations, the company has been equipped with an automated control system that modulates water demand. This system ensures the monitoring and optimisation of the production process and key energy parameters. Currently, the automation system comprises around 5000 control points, with approximately 30% dedicated to monitoring and regulating utilities. In response to environmental concerns, the company has developed plans to transition from a linear to a circular production process.

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

-30%

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

-40%

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

-25%

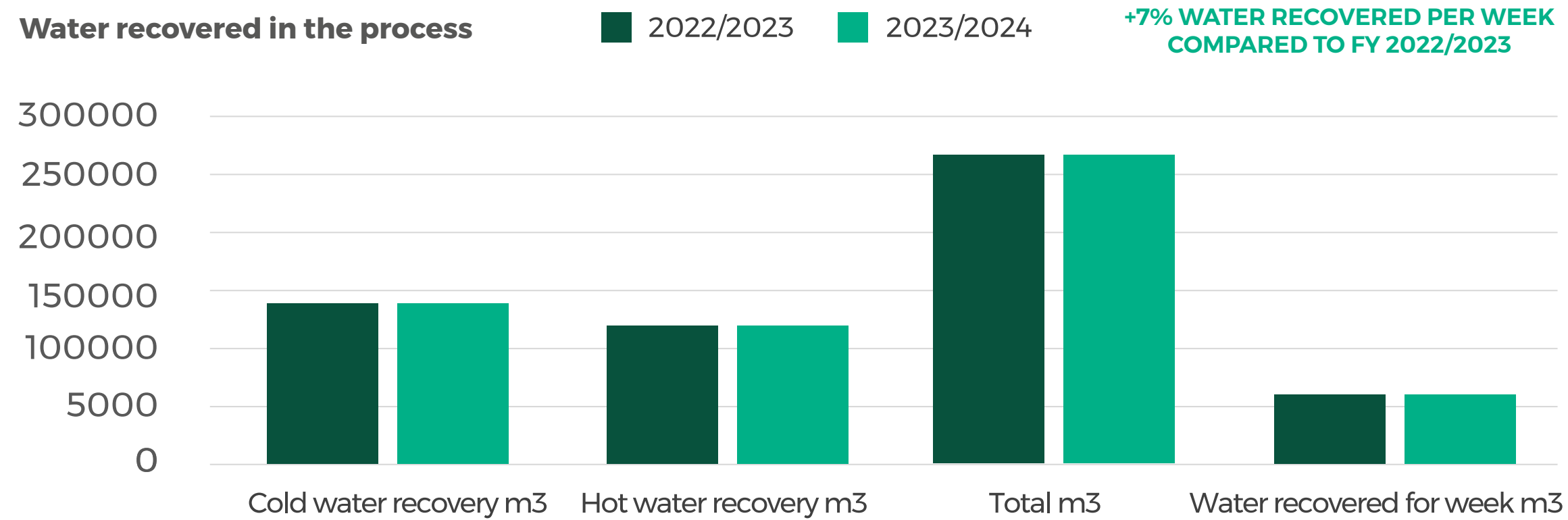
C) The recovery of water and its energy component using the latest heat recovery systems has allowed a 25% reduction in steam usage compared to the process in operation before.

+7%

D) Thanks to a higher level of control in the use of water we have achieved +7% in the amount of water recovered and reused per week in the production process.

Our processes do not use underground water. The primary water used in our plant is completely extracted from surface water. The water from its withdrawal flows into the plant’s decarbonisation unit where it undergoes a softening process. The water is then stored in tanks and used to feed the production process and in the power plant for steam production. In order to monitor water quality, periodic chemical-physical analyses are carried out by accredited laboratories. Here too, we use our in-house laboratory to perform daily analyses on samples taken at the various points of the biological purification process. This allows us to intervene quickly by making adjustments to the plant if the quality of the water is not adequate.

The measures adopted by Klopman in our production process have made it possible to recycle **16%** of the annual water need.

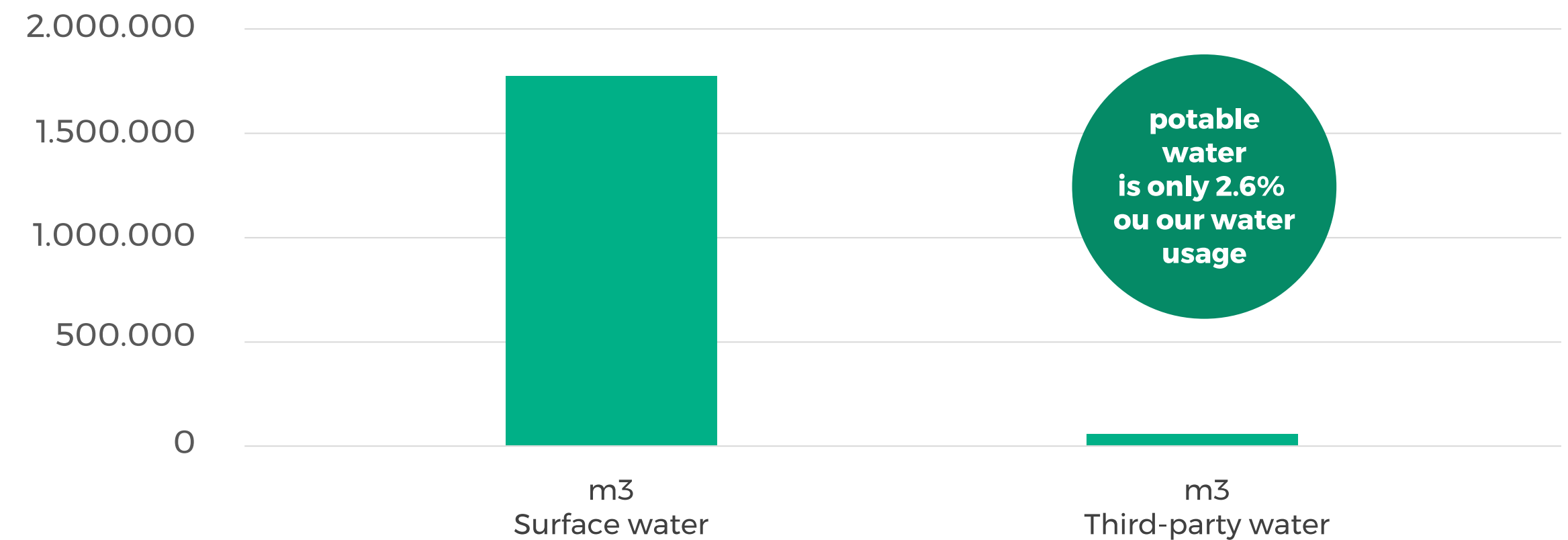


Name of water source	Type of water recycling or reuse	Volume of water recycled and reused m3	Measuring method
Cold water recovery	Wastewater recycled and reused in the same or different process with the same facility	140.736	Water metre
Hot water recovery	Wastewater recycled into the same process or another part of the process cycle	136.518	Water metre
Total water withdrawal		277.254	

In terms of volumes of water withdrawal, we remain consistent compared with the previous fiscal years, thanks to all the optimization measures that were taken in the last years.

	UdM	FY 2023/2024	FY 2022/2023
Total water withdrawal	m³	1.795.278	1.792.945

SURFACE WATER AND POTABLE WATER FY 2023/2024



The plant’s waste consisting of productive waste, black water and rainwater (after treatment in a rain plant), is sent to a biological purification plant and then discharged into sewage; from the latter the waste water will flow into the consortium sewage plant where it will undergo further treatment before being reentered to the surface water course.

In order to monitor the quality of the wastewater at discharge, periodic chemical physical analyses are carried out by accredited laboratories. We use our in house laboratory to perform daily analyses on samples taken at the various points of the biological purification process.

There is continuous interfacing across the water treatment steps, the production process and water purification so that the standards required by current regulations are always met (standards of water quality provided in Dlgs. 152/20065 and BAT6 textile sector standards).

4.4 Waste management and environmental packaging

Waste management is a key strategy to ensure Klopman operates as a responsible entity. We understand that waste and the end of life of products is one of the greatest challenges within the textile industry. Effective waste management is a priority for our business and for the planet. It improves operating efficiency, reduces costs and cuts demand for virgin resources, reducing our environmental impact. Recycling of materials is an integral part of this ongoing effort. We also reaffirm our commitment to work with local, state and federal authorities to develop effective environmental solutions that meet tests of practicality and feasibility.

In the fiscal year 2023/2024 vs 2022/2023 we reduced the total waste (landfill + recycled) of 10%.

Disposal method	UdM	FY 2023/2024
Total of non hazardous	t	4.101,64
Recycling	t	2.683,09
Disposal	t	4,71
Landfill	t	1.413,84
Total of hazardous	t	94,79
Recycling	t	92,26
Disposal	t	2,54
Landfill	t	0
Total waste weight	t	4.196,43

ZERO WASTE PROGRAM

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

This program has the aim to sensitize every department to save resources and/or reuse materials as much as possible. Different activities have been carried out since its beginning and this allowed us save significant resources:

1. Reuse on pallets for a total of **10.000kg** of wood saved
2. Recovery of plastic cones for a total of **173.300kg**
3. Recovery of plastic cones for a total of **4.340kg** of waste transformed into raw material for new processing
4. Plastic recycled for a total of **32.680kg** of recycled raw material
5. Reuse of waste material for greige production for a total of **20.000kg** of cardboard saved (corresponding to 85% of our greige department need)

ZERO WASTE

Environmentally Friendly Packaging

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

In 2021 we adopted a “paperless approach”, a project aimed to reduce the consumption of paper and ink. The project is focused on a numerical reduction of printings and copies and document digitization. To do that we analysed and optimised procedures along with educating our workforce.

Paper consumption decrease is visible when comparing the current year to the previous years (2018: 2820 pz; 2019: 2350 pz; 2020: 1985 pz; 2021 1950 pz; 2022 1820 pz)

Material Used	UdM	FY 2023/2024			FY 2022/2023		
		Total Amount	Renewable	Non Renewable	Total Amount	Renewable	Non Renewable
Paper (500 sheets package), FSC Mix	Pz	1.926	1.926		1.820	1.600	
Toner and cartridges	Pz				182		128
PACKAGING							
Polyethylene film	Kg	91.134		91.134	75.005		91.134
Cardboard tube	Kg	385.253		385.253	384.685		385.253
Stretch film to wrap the pallet (Polyethylene)	Kg	4.377		4.377	4.256		4.377
Wooden pallet	Pz	26.623	26.623		26.623	26.623	
Wooden support (board + wedge)	Pz	243.616	243.616		237.368	243.616	
Wooden board	Pz	20.506	20.506		20.506	20.506	



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



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

KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

PRODUCT QUALITY AND SAFETY FOR OUR CUSTOMERS

5.1 Introduction

5.2 Towards circularity: Leading the change

5.3 Product development through R&D

5.4 The quality of our products

5.5 Customer health and safety



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PRODUCT INNOVATION: SUSTAINABILITY & CIRCULARITY

Our approach
to sustainability
is deeply rooted in our
dedication to quality,
innovation, and
environmental
responsibility.



We recently started The Life Cycle Assessment (LCA) calculation methodology (according to ISO 14040 - 14044 and developed according to Environmental Product Declaration (EPD) by Environdec) to all our fabrics. This approach involves evaluating the environmental impact of our textile production, from raw material sourcing to disposal and includes assessing various stages such as fibre production, textile manufacturing, dyeing, finishing, transportation, and end-of-life handling. By quantifying the energy consumption, water usage, waste generation, and emissions at each stage, LCA helps in identifying areas where improvements can be made to reduce the ecological footprint of our fabrics.



Following the will of reducing our footprint in the market we recently started offering the market the possibility to recycle garments at the end of their lifecycle in order to produce new fabrics (both coming from dyed fabrics and white ones). These materials are then recycled to generate new fibres, which are used to create new fabrics and, ultimately, new garments. Our Wear circular fabrics maintain excellent colour fastness, ensuring they withstand the demands of everyday use without compromising quality. By combining sustainability with exceptional performance, we provide long-lasting, eco-friendly solutions at an industrial scale.

5.1 Introduction

While focusing on product innovation, Klopman never forgets its purpose: high ethical standards, market leadership and safe products for the wearer. We prioritise the well-being of our customers by upholding rigorous standards to ensure that every product we offer meets the highest levels of quality and safety.

Our dedication to delivering exceptional goods goes beyond mere compliance with industry regulations it is a cornerstone of our identity.

The trust in our brand is built on the assurance that our products not only meet but exceed your expectations for excellence and safety. Through meticulous testing, stringent quality control measures, and continuous improvement initiatives, we strive to provide you with products that not only enhance your experience but also prioritise your health and safety. The following are just some of the steps Klopman takes to ensure the utmost quality:

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

100%
TRACEABILITY
OF FABRICS

18
MILLION PLASTIC BOTTLES
RECYCLED IN ONE YEAR

5000
QUALITY CONTROL
POINTS

5.2 Towards circularity: Leading the change

Klopman is leading the change in the sustainable fabric sector, promoting circular economy multifibre fabrics at an industrial scale. We partner with major players in the market in order to promote innovative circular economy projects that promise to revolutionise textiles at the end of their first lifecycle. The innovative project starts with partners in Europe able to collect garments at the end of their lifecycle and to recycle them thanks to a mechanical recycling system.

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

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



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

Our Circular Fabrics Offer

We offer the market different fabrics, in terms of weight and weave, to meet the most diverse market requirements in terms of performance and design. **Knitwear circular offer to come.**

VITALYS

50% R-Polyester
50% Lyocell
including 10% to 20%
recycled cotton fibres

Crease resist:
195 - 235 g/m²

SBM CIRCULAR

65% Polyester
35% Cotton
including 10% to
20% post consumer PES/
Co recycled fibers

Crease resist:
210 g/m²

INDESTRUCTIBLE CIRCULAR

65% Polyester
35% Cotton
including 10% to
20% post consumer PES/
Co recycled fibers

Crease resist:
245 g/m²

S250 CIRCULAR

65% Cotton
35% Polyester
including 10% to
20% post consumer PES/
Co recycled fibers

Crease resist:
250 g/m²

SUPERMAINE CIRCULAR

65% Cotton
35% Polyester including
30% post consumer
PES/Co recycled fibers

Crease resist:
195 - 235 g/m²

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



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

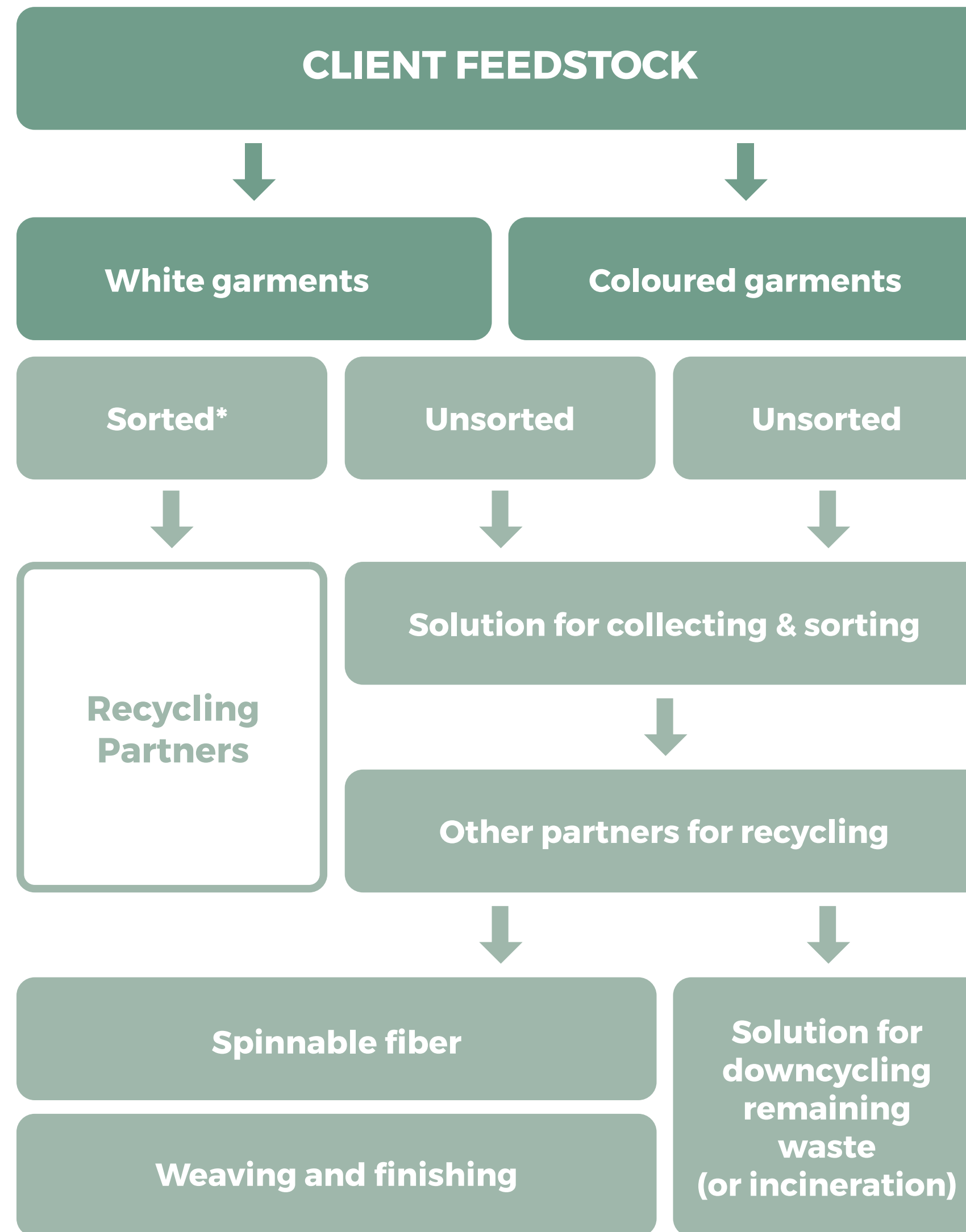
Klopman's supports its partners to ensure the supply of resources that can be transformed from leftovers into raw materials. Once the fibre is spun, Klopman makes sure that it can be weaved back into a fabric

that does not lose its original properties and can be reused into the same market. Through the construction of this circular economic model, it will be possible to reduce and reuse the materials and at the same time to save fundamental resources such as water.

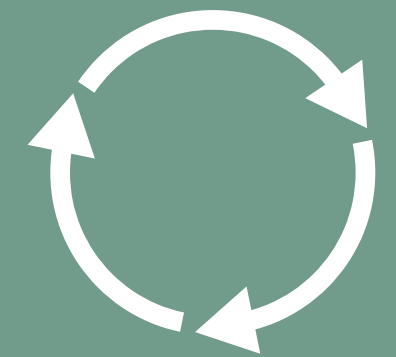
THE OFFER WE PROPOSE TO CLIENTS



A COMPLETE SOLUTION



Tracing is guaranteed by International standards



Garment to garment offer available for big quantities

(with 3rd part traceability verification upon request)

Our Greenwear™ range

For years the company has worked hard to increase its sustainability performances in its product range, resulting in the launch of Greenwear™ a few years prior, a registered Klopman trademark that promotes a wide range of fabrics based on environmentally and people-friendly raw materials made with such sustainable solutions as organic cotton, recycled polyester, Fairtrade certified cotton, Tencel and Better Cotton.

With these offerings, the company is committed to saving millions of plastic bottles from landfills and eliminating the use of pesticides in cotton production, while ensuring just pay for farmers.



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



Recycled polyester:

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



Organic Cotton:

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



Better Cotton:

Klopman has been a partner of the Better Cotton programme since 2016. Better Cotton is a non profit organisation that exists to help cotton communities thrive and survive, while protecting and restoring the environment.



Fairtrade:

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



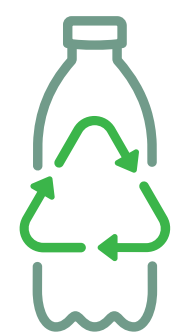
TENCEL™:

Klopman's range of fabrics made using Lyocell fibres are known for their softness, breathability, and sustainable production. Derived from sustainable wood origins, the fibres are harvested from certified and controlled sources. TENCEL™ is a trademark of LENZING AG.



Ecolabel:

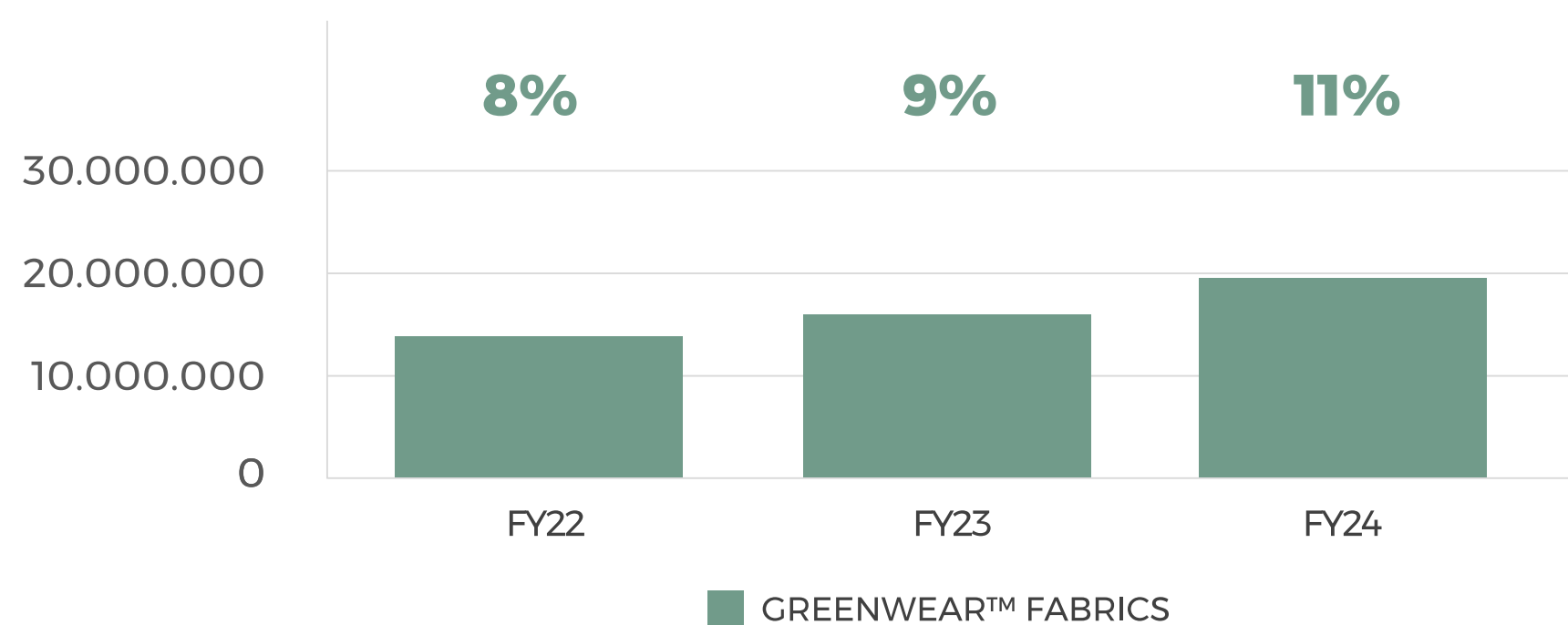
A number of Klopman's fabrics received the Ecolabel certification, which is the European Union's ecological quality mark which distinguishes products which, while guaranteeing high performance standards, are characterised by a reduced environmental impact during the entire life cycle. It is a voluntary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



Thanks to our efforts in the promotion of our Greenwear™ range, our fabrics with recycled polyester allowed to recycle **18.000.000** plastic bottles.



The Greenwear option we offer the market nowadays represents over **11%** of the total of meters produced.



5.3 Product development through R&D

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

WORKWEAR	PROTECTIVEWEAR	CORPORATEWEAR	TACTICALWEAR
<ul style="list-style-type: none"> POLESTER/COTTON COTTON-RICH 100% COTTON STRETCH TENCEL 	<ul style="list-style-type: none"> HEAT & FLAME HIGH-VISIBILITY ANTISTATIC 	<ul style="list-style-type: none"> OUTDOOR DENIM CAREER & APPAREL CASUAL 	<ul style="list-style-type: none"> TACTICAL MILITARY TACTICAL POLICE TACTICAL EMERGENCY

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

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

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

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

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

In the fiscal year 2023/2024, the company put considerable effort and resources into research and development aimed at identifying new products and new technologies capable of improving product performance and quality, reducing costs, and achieving positive environmental effects.

Protectivewear solutions from botanic origins

K-Flame Xtra 165 / 180 gsm and Corex 3, are our offer to the market of fabrics with aramid fiber products, contain a high percentage (between 45% and 64%) of Lenzing™ Flame Retardant Viscose. The use of this fiber makes the fabric more sustainable compared to other similar products on the market and to other alternative fibers.



LENZING™ FR fibers are **manufactured from wood from sustainably managed forests** that follow the Lenzing Wood and Pulp Policy. These forests grow without the use of chemical fertilizers and with no artificial irrigation and absorb large amounts of carbon dioxide.



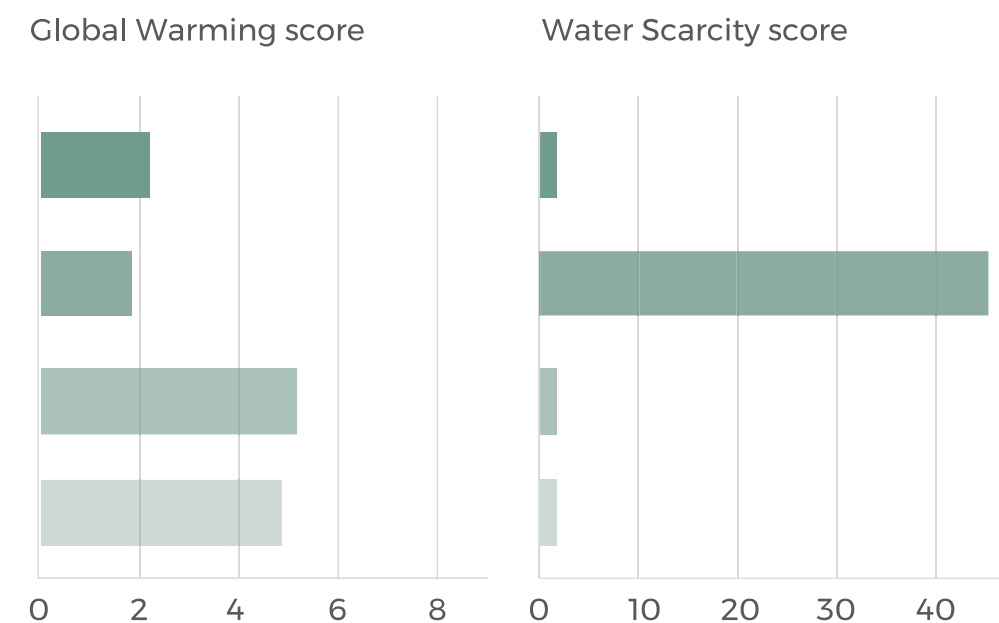
LENZING™ FR fibers are produced through an integrated pulp-to-fiber process. The process predominantly uses surplus renewable energy from the pulp mill, making this fiber an environmental responsible choice as **certified with the EU Ecolabel for textile products**.



LENZING™ fibers consume less energy and emit less CO2 than comparable products in the market. **Global warming score of Lenzing FR** is 2.12Kg of CO2 equivalent. This value **is over 50% less compared to an aramid type of fiber emits or a modacrylic type**



Water scarcity is very low if we compare this value to a cotton based fiber. Less than 1/10 consumption of water



Protectivewear Range

OUR INVESTMENTS IN R&D HAVE LED TO THE DEVELOPMENT OF SUSTAINABLE AND STRETCHABLE SOLUTIONS COMBINING PROTECTION, PERFORMANCE AND COMFORT.

LUMINEX C50 RPES & LUMINEX 10CL: Our Protectivewear styles Luminex C50 R-PES with 50% recycled polyester - 50% cotton and Luminex 10CL with 50% polyester - 50% TENCEL™ Lyocell fibres, offer exceptional performance and sustainability, maintaining visibility and protection without compromise.

LUMINEX FLEX 280: First high visibility stretch fabric composed by 79,5% PES /16,5% Co /4% EOL (XLANCE®).

ADDITIONALLY, THERE ARE OUR INHERENT FLAME-RETARDANT SOLUTIONS

On our **K-FLAME PRO RANGE**, based on Modacrylic blend, we have recently added **K-FLAME PRO FLEX 320** and **K-FLAME PRO FLEX 265**. They are new high-performance flame-retardant fabrics with stretch properties including XLANCE® fibre in the blend, an innovative and elastomeric fibre offering excellent comfort, protection and freedom of movement. With a medium weight of 265 and 320 g/m2 they are suitable for many industry applications, combining high performance with superior comfort.

K FLAME XTRA 245: K-Flame Xtra range includes our inherent solutions based on aramid blend and available on different weight and finish options, to offer the best-in-class protection for heat and flame and thermal arc.

AND OUR RECENTLY ADDED TACTICAL RANGE FOR MILITARY OPERATIONS:

COMBAT RANGE: Our Combat Range combines ripstop construction and advanced stretch technology for exceptional durability, flexibility, and comfort. Designed for military, defense, and law enforcement, it sets the standard for high-performance tacticalwear. With a focus on Greenwear™ solutions and innovation, we have developed the first tacticalwear fabric with Recycled polyester, underscoring our commitment to sustainability without compromising on performance. The combination of high-performance construction and ecofriendly materials, ensure superior wearability and resilience.



5.4 The quality of our products

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

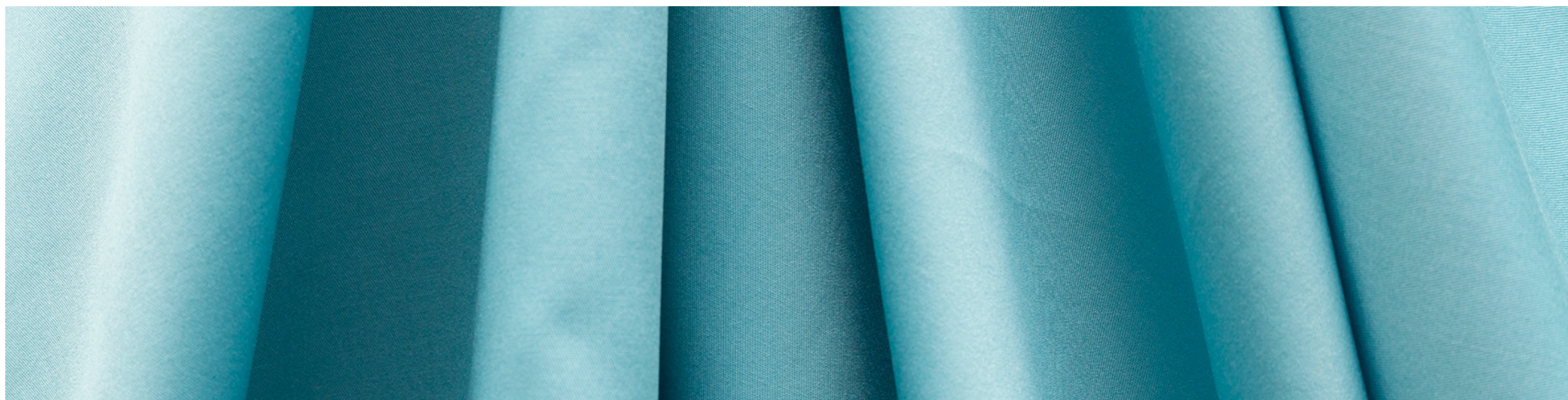
To ensure that the batches released to the customer comply with what is described in the product technical data sheets, the company follows a strict process and quality control policy.

The process and quality control procedure aims at defining the responsibilities, criteria and methods of inspection and classification of the finished product in order to ensure that the product complies with the requirements expressed by the customer by carrying out, before delivery, all checks, tests and the measurements necessary to eliminate those products that do not correspond to the requirements expressed in the specifications. In the field of energy management and more specifically of process control, our company uses a control system for process automation (Foxboro).

Around 5000 control points, which increase year after year together with the plant, are located throughout the plant, allowing the monitoring and regulation of the process and therefore guaranteeing the quality and consistency of the process.

The company also relies on quality weekly controls that report certain relevant KPIs (e.g., efficiency of the systems, maintenance downtimes, fabric yield efficiency, second quality of the department, metres reworked) and highlights any deviations from the standard and any improvement trends. The quality report contains information about possible defects on the fabric and also data about the continuity of the colour. Because of our commitment to product quality, Klopman ensures a revision of all our non-compliant fabrics in order to ensure only the best quality available for our customers.

Based on our internal controls received by the laboratory that warn of incidents related to quality standards and prevent future complaints, Our quality initial internal control system allows our customer claims value to be so low.



CUSTOMER REPORTS SYSTEM

At Klopman, we have an integrated system to manage customer reports and monitor the quality of our products and services.

Our sales team uses the CRM platform to register each request by completing a detailed form.

Every request is meticulously tracked in our system, ensuring complete traceability of the production batch, manufacturing date, shipping date, and all production phases.

Production traceability is along the full chain and archived to enable long-term monitoring.

All requests are handled directly by our Service team and/or Customer Service, ensuring timely and effective visibility.

Thanks to this system, we have successfully reduced the number of reports each year by proactively addressing potential issues and implementing corrective actions on a daily basis.

5.5 Customer health and safety

The health and safety of customers is a number one priority. The extensive quality product control process, the rigorous testing, as well as our 100% response rate to these claims proves our commitment to our product quality and the health and safety of our customers. Product and service labelling and information Klopman ensures that the products which it develops and delivers are:

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

Each product has a technical data sheet (TDS) that summarises its performance and other technical characteristics useful to the customer/ end user, information on substances that might produce an environmental or social impact within the Fabric characteristics sections.

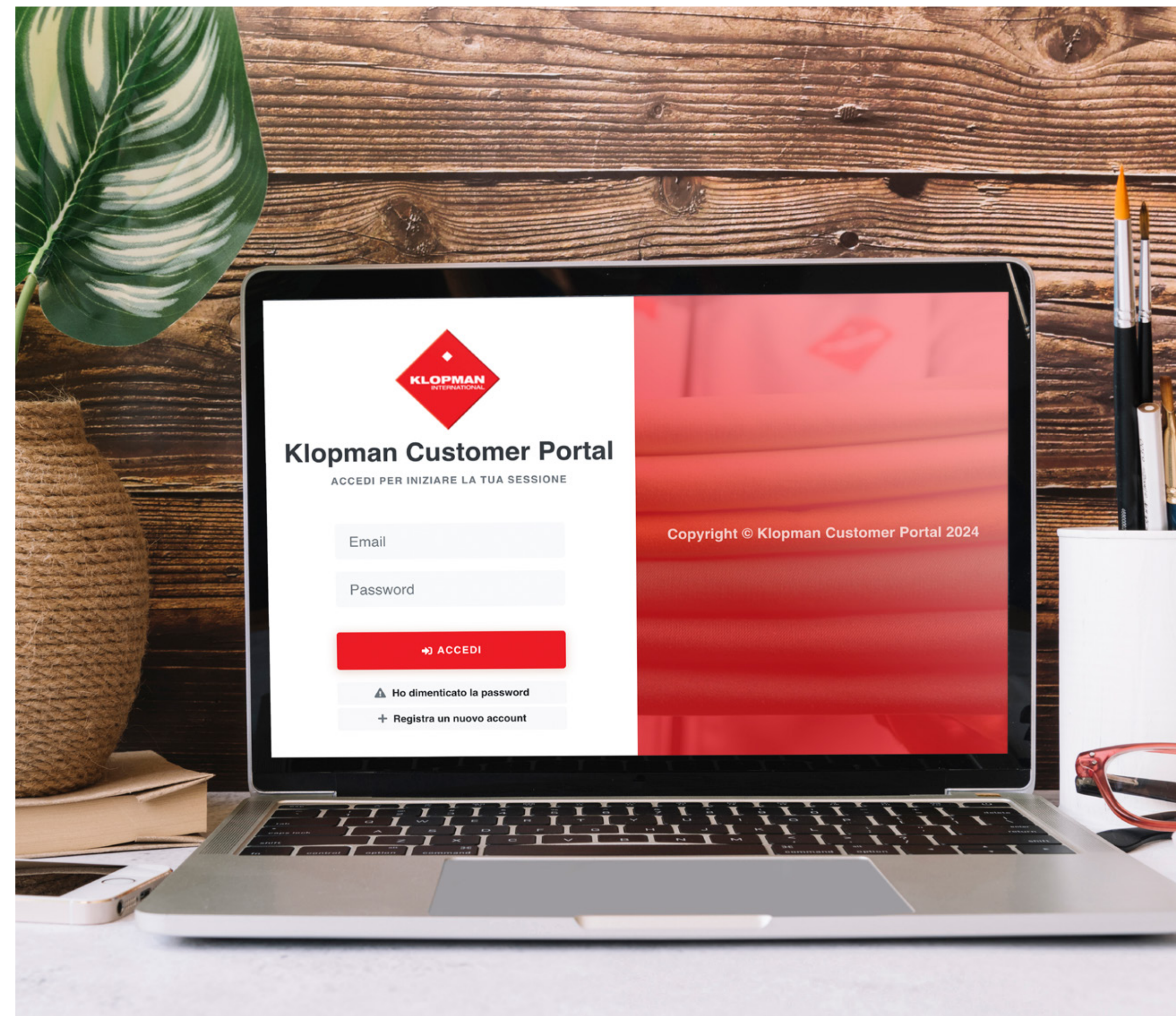
The TDS also reports compliances to standard, norms, and the OEKO-TEX® classification. We have been complying with the specifications and guidelines of the OEKO-TEX® Standard 100 for many years. In addition, we comply strictly with the European chemicals regulation REACH and to the MRS L list, performing Detox to Zero analysis.

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

We reply on continuous interactions with them through our Customer Relationship Management (CRM) and Klopman Customer portal.

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

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



“At Klopman, cyber security is a top priority, reflecting our commitment to protecting sensitive data, maintaining operational integrity, and ensuring the trust of our clients and partners. To safeguard against the growing number of digital threats, we have implemented a multi-layered security strategy across all systems and processes.”



PIERLUIGI TRILLO'

*Information Technology
Director*

CYBER SECURITY & DATA PROTECTION: A FUNDAMENTAL PRIORITY

Klopman has made cyber security a key focus by implementing comprehensive measures to protect its systems, data, and operations.

This includes:

Advanced Security Systems: Klopman has deployed state-of-the-art security tools to prevent unauthorized access to sensitive information.

Employee Awareness and Training: The company regularly educates employees on recognizing cyber threats like phishing, malware, and social engineering attacks, ensuring a company-wide proactive security culture.

Regular Security Assessments: Klopman conducts ongoing vulnerability assessments and penetration testing to identify and resolve any potential security weaknesses, helping to stay ahead of emerging threats.

Compliance with Regulations: The company adheres to industry specific standards and regulations, ensuring its cyber security practices meet the highest data protection and privacy requirements. By taking these actions, Klopman ensures the integrity of its operations and protects the trust of its customers, partners, and stakeholders from cyber risks.

We have implemented also a Disaster & Recovery plan for all our IT operations. This approach allows to:

Data protection: ensures proper management and protection of sensitive company and its customers' data.

Protect equipment: helps mitigate risks of equipment damage

Ensures business continuity even in the event of service disruptions given by force majeure.



KLOPMAN INTERNATIONAL
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OUR PEOPLE

6.1 Introduction

6.2 Taking care of our employees

6.3 Our commitment to health and safety



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TRAINING AND PEOPLE DEVELOPMENT

During the fiscal year, the company was able to fulfil its commitment to support and promote employees' professional growth through an amount of training hours equal to 1636. Part of it was the leadership training course aimed to prepare employees with essential leadership skills, including communication, decision making, and team management. Through workshops and case studies, participants developed critical thinking, emotional intelligence, and problem-solving abilities. The course focused on fostering collaboration, ethical leadership, and a positive work culture. This initiative helps our employees at all levels grow into confident, responsible leaders, supporting the company's commitment to continuous development and strong leadership.

TALENT MANAGEMENT

We actively work to help people to achieve their potential. This is why we have created a system to identify the best talents and strengthen their potential using the so called "9 Box Criteria".

TEAM BUILDING

As a way to bring together employees and their families, fostering a sense of community we have organised The Klopman Summer Party. The event provided an opportunity for everyone to unwind and relax outside of the work environment, strengthening relationships and encouraging teamwork. It was also a way to show appreciation for the hard work and dedication of Klopman employees, creating a fun and memorable experience for everyone involved. By organizing such events, we reinforce our commitment to creating a positive and inclusive workplace culture.

6.1 Introduction

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



ALESSANDRO MUSTO

Human Resources Director

375
EMPLOYEES

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

98%
PERMANENT
CONTRACTS

At Klopman, we recognize that our people are the key to our success, and our achievements are a result of their engagement and commitment. Klopman upholds and promotes human rights in every context, by creating equal opportunities for its people and fair treatment for all and always respecting the dignity of everyone and each employee. With approximately 400 employees in Europe (and over 600 in the Group), we make sure that all employees at Klopman are supported, challenged, and treated equally. Klopman’s employees agree in their employment contract to respect each country’s local traditions. This includes avoiding any interference in political and religious affairs of the host countries. In Italy, Klopman’s employees as at 01.04.2023 were 375 a relevant value for Klopman, the nature of the textile industry still tends to negatively affect the introduction of a female workforce in the production area.

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

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

Contract type	2023/2024			2022/2023		
	Men	Woman	Total	Men	Woman	Total
ITALY	334	41	375	336	41	377
Permanent contract	333	41	374	332	41	373
Fixed-term contract	1		1	4		4

During the fiscal year, 13 employees have been hired.

In addition to the **375 employees** based in Frosinone, Klopman also relies on 22 employees who are based in the different branches where the Company has commercial interests. 15 of them are men and 7 women, all with a permanent contract.

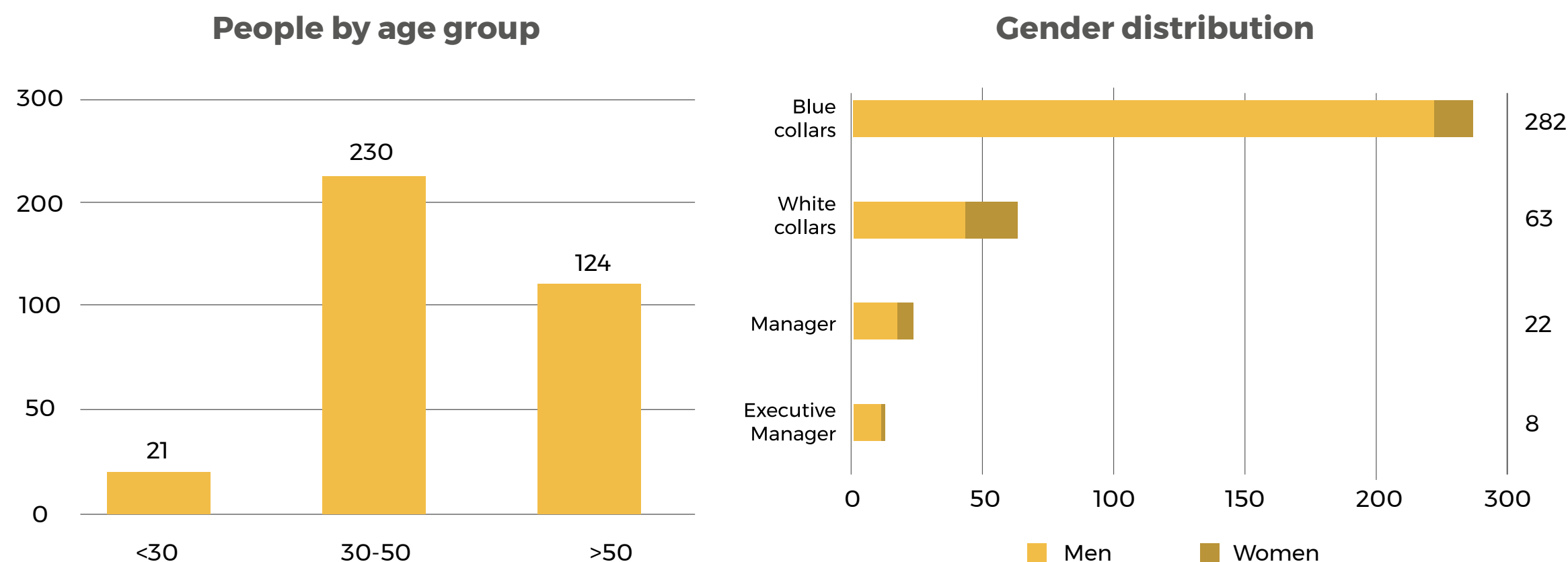
Percentage of employees divided by contract type (fixed-term, permanent, internship) and by geographic area.

Contract type	2023/2024		2022/2023	
	Men	Woman	Men	Woman
Italy	89.06%	10.94%	89.13%	10.88%
Permanent contract	89.19%	10.81%	89.01%	10.99%
Fixed-term contract	100	0	100	0

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

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

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



6.2 Take care of our employees

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

The goal of this project is to design and implement a human resource model to:

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

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

	2023/2024			2022/2023		
	Men	Woman	Total	Men	Woman	Total
	11	3	14	9	2	11
Permanent contract	2	0	2	2	1	3
Fixed-term contract	6	3	9	1	1	1
Fixed-term contract	3		3	6		6

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

For our employees, we:

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

Klopman’s workers are free to join trade unions, and the company sees that its relationships with the unions are cooperative and friendly, so that workers may report their opinions to Human Resources directly or via delegates. During the fiscal year, our company maintained a collaborative and constructive relationship with union representatives that made it possible, among other things, to make the best use of the company’s production capacity in the face of fluctuating phases of demand and to identify suitable solutions to cope with the abolition of certain tasks outdated by the company’s organizational evolution. The Company sets terms and conditions for employees which reflect the different legislative requirements and labour market conditions that exist in each country. All employees are covered by collective bargaining agreements. With regard to Klopman’s remuneration policies, Klopman has a framework for recognition and rewards internationally. The scheme operates various incentives for appropriate individuals, incentivising the delivery of particular divisional strategic, operational, safety and personal objectives. Executive Directors’ pensions are aligned with the applicable law for each country. They receive a combination of family private healthcare, death-in-service and life assurance cover, long-term sickness and disability insurance, car allowance, free travel on the Company’s services.

Training our employees

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

Average hour of training	2023/2024		2022/2023	
	Men	Woman	Men	Woman
Executive Manager	16,95	15,75	16,14	15,00
Managert	5,05	5,78	9,88	5,50
White collars	3,24	3,44	3,11	3,28
Blue collars	4,42	4,73	8,26	4,50

- international legislation, mechanism to minimize the risks associated with working activities;
- increase training and updates for all employees to make them more aware of the risks related to their activities and working environment;
- ensure that each worker correctly uses appropriate Personal Protective Equipment when needed;
- continue developing activities to spread a culture of safety to all suppliers and concerned parties.

This policy is shared with all Klopman personnel and all concerned parties online and via the company communication tools. Our organisation has formal agreements with trade unions concerning safety and health issues at the workplace. Klopman fully complies to the principles set in Italian Legislative Decree 81/2008 regarding protection and prevention and providing a healthy, safe workplace to all workers. Within this framework we have our own risk assessment document and have appointed an HSE manager to monitor its application.

This ensures that all organisational processes and workplaces are analysed to identify possible dangers to safety and thus to define themitigating measures and establish intervention priorities.

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

Klopman's occupational health services are provided by qualified and specialised personnel, such as a competent doctor, who is available once a week at the factory to perform the normal activities of Health surveillance, and a nurse that offers a daily service for the staff in the factory. Engaging and training employees in health and safety topics is key. Employees are aware of the standard processes to flag work-related dangers and dangerous situations, that can be done also anonymously. All near misses are recorded and shared with the relevant corrective measures/ actions taken. Following the analysis of near misses, an information and awareness-raising campaign is carried out for the workers involved. In terms of training, there is an annual compulsory training plan based on the worker's job type. During the fiscal year 2022/2023, the total number of training hours for H&S were 1636 hours.

The consistent focus on improving workplace safety is measured through the high investments carried out in 2021 - over 400,000 euro in PPE, training, safety measures etc, to maintain our high standards and go beyond legal compliance unions concerning safety and health issues at the workplace. Moreover, in order to prevent injuries and accidents, Klopman adopts the latest safety measures on machinery (e.g., fixed platforms with handrails for the maintenance of various production machines) and its warehouse racks are totally inspected and overhauled. In confirmation of Klopman's constant commitment to implement health and safety strategies and practices, and continuous work to better assess and manage risk, only one reportable incident occurred in the fiscal year 2023/2024 (just like in the 2022/2023 fiscal year).

6.3 Our commitment to health and safety



CLAUDIO MAZZUOCOLO

EHS Compliance & Technical Service Director

"At Klopman, the health and safety of our employees is a key priority. We've established a Health & Safety Committee at the facility level and the Klopman's assurance of the highest level of the health and safety performance is shown by its certification ISO 45001, demonstrating our commitment to maintaining the highest safety standards. Our strong data-driven management system helps identify and control risks, reduce accidents, and drive continuous improvements in safety. Every employee is covered by our comprehensive occupational health and safety management system, ensuring a safe work environment year after year."

Klopman undertakes to:

- ensure and maintain a safe and healthy workplace environment and prevent injuries, illnesses or damage to the health of employees, suppliers, customers and visitors;
- continuously improve the management system's performance, not only with respect to the prevention of injuries and work-related illnesses, but also in terms of more general employee wellbeing;
- facilitate workers' access to non-occupational medical and healthcare services, by providing the possibility for every employee to benefit from free supplementary health insurance;
- adopt risk assessment criteria for all dangers relating to work activities, in compliance with national and

KLOPMAN INTERNATIONAL
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TRANSPARENCY IN THE VALUE CHAIN

7.1 Introduction

7.2 Supply chain integrity

7.3 Sedex platform used by Klopman:

Driving Ethical Business Practices in the Textile Industry



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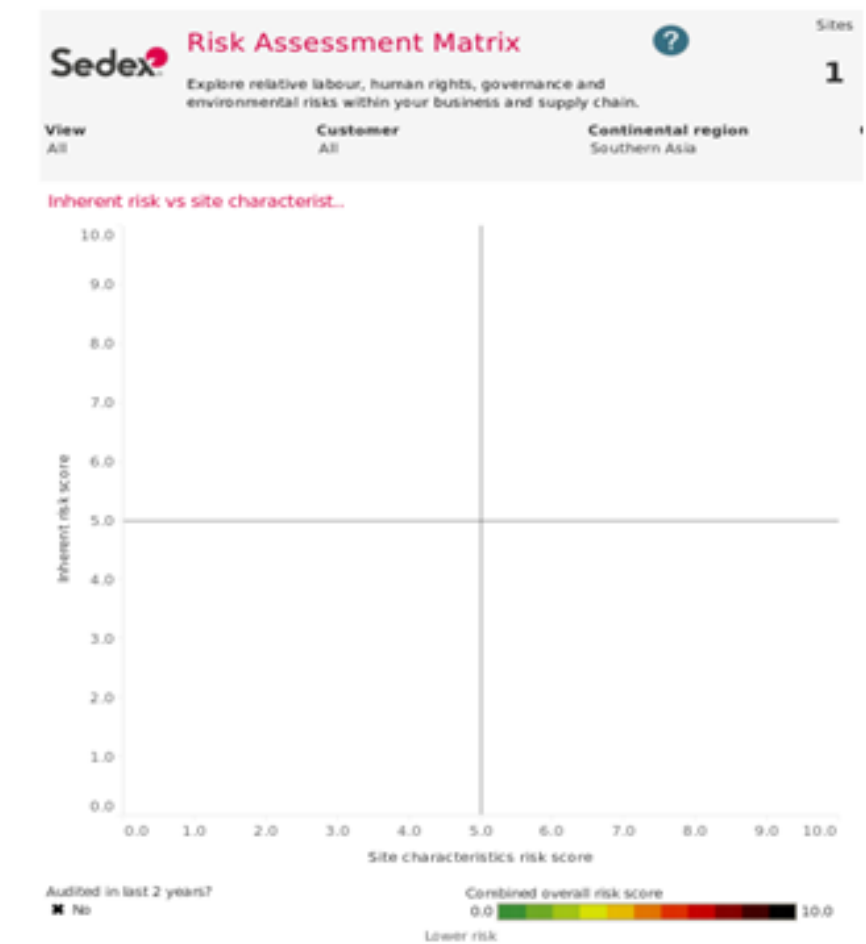
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ALL OUR
SUPPLIERS
PERFORM
BETTER THAN
THE AVERAGE
OF THE COUNTRY



At Klopman, we leverage SEDEX to effectively monitor and manage the ethical practices of our suppliers. By being part of the SEDEX platform, we gain access to valuable insights into the social, environmental, and ethical performance of our supply chain partners.

SEDEX allows us to assess and track key areas such as labor conditions, health and safety, environmental impact, and business ethics, ensuring that our suppliers meet the high standards we set for responsible sourcing. This collaboration helps Klopman maintain transparency, minimize risks, and promote sustainable practices throughout our supply chain, reinforcing our commitment to ethical business operations.



7.1 Introduction

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

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

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

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

536
ACTIVE
SUPPLIERS

**SUPPLIER
PORTAL**

**PLATFORM
SUPPLY
CHAIN**

FOCUS ON: OUR IMPACT ON LOCAL COMMUNITIES

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

Local:

EMPLOYS OVER
230 PEOPLE

GENERATES A TURNOVER OF OVER
€26 MILLION

OVER
300 COMPANIES

At a National level:

EMPLOYS AROUND
600 PEOPLE

GUARANTEES A TURNOVER OF OVER
€60 MILLION

OVER
750 COMPANIES

7.2 Supply chain integrity

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

Ethical beliefs:

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

Questionnaire:

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

Supplier certifications:

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

CSR audits:

Our main critical suppliers are screened yearly through CSR internal procedures aimed to control and mitigate risks in our supply chains. Starting in 2022 in India, we have implemented a proactive approach to CSR

by deploying our advisors to conduct comprehensive audits within supplier factories. Our advisors engage in thorough assessments to evaluate compliance with established CSR standards and track their progress upon time related to several CSR areas such as ethical standards, working conditions (e.g. child and forced labour, non-discrimination, freedom of association, health and safety, wages, benefits, working hours) and environmental management.

Certificated supplier scoring:

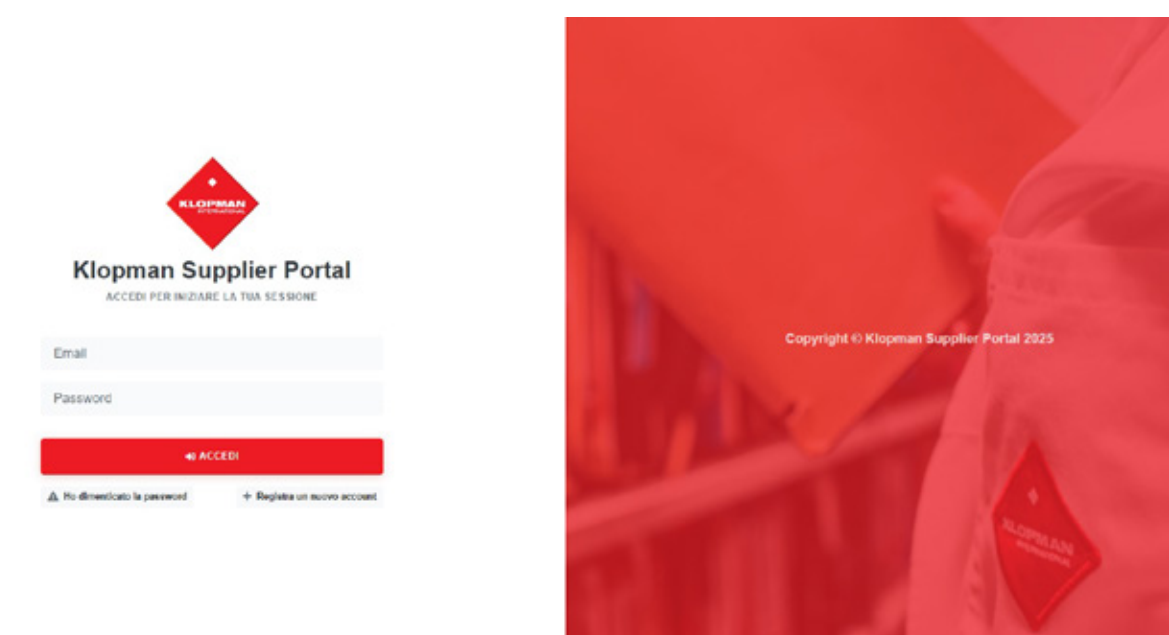
We assign a score value for each certification to determine a supplier chart and be aware of their commitment on CSR matters. This scoring mechanism serves as a structured framework to assess and quantify the extent to which suppliers align with established CSR benchmarks. Each certification is accorded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

Platform for supply chain assessment:

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

Supplier Portal:

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



7.3 Sedex platform used by Klopman: Driving Ethical Business Practices in the Textile Industry

Sustainability has become a cornerstone of the company’s approach, not just in terms of product innovation and quality, but also when it comes to the way materials are sourced, labor practices are enforced, and the environmental impact of production is managed.

In this context, Sedex plays a critical role in helping Klopman assess its supply chain, ensuring that every stage, from raw material sourcing to finished fabric production, adheres to strict ethical guidelines. This includes evaluating suppliers on labor rights, environmental sustainability, health and safety, and business ethics—key areas where the textile industry has faced significant scrutiny in recent years.

Klopman uses Sedex for several key reasons:

- **Supply Chain Transparency:** Sedex centralizes data on supplier ethics, enabling Klopman to monitor labor rights, environmental impact, and safety practices, ensuring a transparent supply chain.
- **Auditing and Compliance:** Klopman can use, if necessary, Sedex’s SMETA audits to assess supplier performance, covering workplace conditions, environmental practices, and business ethics to ensure compliance with standards.
- **Risk Mitigation:** Sedex helps Klopman identify supply chain risks and take proactive steps, such as improving supplier practices or switching to more ethical alternatives.
- **Supplier Relationships:** By promoting transparency and ethical practices, Sedex helps Klopman build strong, collaborative relationships with suppliers, driving continuous improvements across the supply chain.

By using Sedex, Klopman enjoys several key benefits:

- **Risk Reduction:** Ensuring supplier compliance with ethical standards helps Klopman minimize reputational risks, legal issues, and potential supply chain disruptions.
- **Customer Trust:** Sedex enhances Klopman’s credibility, boosting customer trust and brand reputation by demonstrating a commitment to sustainability and ethical sourcing.
- **Continuous Improvement:** The data from Sedex enables Klopman to track supplier performance, driving continuous improvement in sustainability and social responsibility.
- **Increased Supplier Collaboration:** Sedex fosters stronger, supportive relationships with suppliers, ensuring ethical practices are maintained across the supply chain.

While Sedex helps Klopman maintain high ethical standards across its supply chain, there are instances where some suppliers have been audited and non-compliances found. In such cases, Klopman takes a proactive approach by working closely with these suppliers to address and resolve the issues.

This approach ensures that the entire supply chain adheres to Klopman’s high standards for responsible business practices.

Here below some non-compliances of our suppliers detected on Sedex during the fiscal year 2023/2024:

Non Conformity area of interest	Country	Non Conformity opened based on audit	Non Conformity in the closing process	Non Conformity closed and audited	Non Conformity closed to be audited
enviroment	India	2	1	0	1
labour	India	5	3	0	2
labour	Indonesia	1	1	0	0
labour	Pakistan	1	0	1	0
safety	India	15	9	1	5
safety	Pakistan	3	0	3	0

KLOPMAN INTERNATIONAL
SUSTAINABILITY REPORT 2023/2024

COMMUNICATION AND SOCIAL COMMITMENT

8.1 External initiatives

8.2 Involvement in social benefits



8.1 External initiatives

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

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

INTENSE LOCAL SPONSORSHIP ACTIVITIES

RAISING ESG AWARENESS ON OUR STAKEHOLDERS

Events

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

Our Italian sales representatives were invited in May 2023 to participated in the **Forum Compraverde Buygreen from Assosistema Confindustria** to discuss sustainable public procurement in healthcare. The focus was on the ecolabel characteristics of textiles and the durability of Klopman products.



Klopman participated at the 38th A+A (AplusA) – **International Trade Fair and Congress** – in Dusseldorf with a company booth. We have had the opportunity to show our project Wear circular for the first time.



On January 2024 we have had the opportunity to speak on **“The Uniformer” podcast from NAUMD** | Network Association of Uniform Manufacturers and Distributors, featuring discussions with industry experts. We focused our discussion on circular economy with our Group Sustainability Director Rossella De Angelis and Rick Levine. As a leader in circular economy, we share our perspective on how the industry can move faster in this direction.



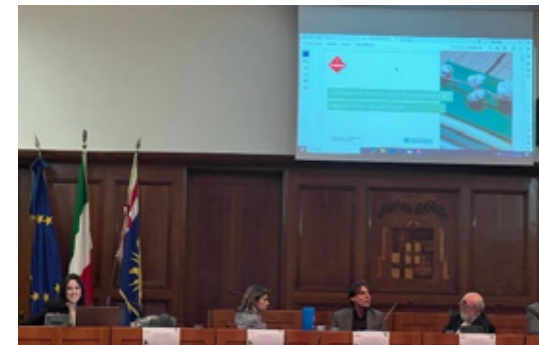
We were honored to speak about sustainability at **The American University in the Emirates (AUE)**. Klopman, committed to driving positive change in the textile sector, had our Area Director Mukesh Vijaywargi lead engaging workshops with students. We discussed the process of reusing materials to give new life to fabrics and shared our eco-friendly textile solutions, focusing on reducing environmental impact.



Klopman took part in the inspiring **ETSA - European Textile Services Association working group**. Hosted by TDV Industries and Renaissance Textile, we have had the possibility to discuss with professionals about the future of sustainability and the laundry industry.



Our CSR & Communication Director Rossella De Angelis spoke at **ASSOSI-STEMA CONFINDUSTRIA's event** in Milan, "Sostenibilità ambientale dei tessili per workwear e DPI." It was a great occasion to talk about the Italian legislation of the CAM (Criteri Ambientali Minimi), focusing on the need for the public administration to proceed to a Green Public Procurement.



Klopman participated in the '**Alignment of training activities with the Agenda 2030 Sustainable Development Goals**' event at Unindustria in Rome. We discussed how training and sustainability drive business success. Klopman is committed to sustainable business practices and integrating sustainable development goals into our strategy and training. The participation at this event offered us a valuable opportunity to share our experiences and learn from others' best practices.



Klopman participated at **Techtextil in Frankfurt** (23-26 April 2024) with a company booth.



We were pleased to host the visit of the **Istituto San Benedetto di Cassino**, specializing in Fashion Made in Italy. Around 50 students and their accompanying teachers had the opportunity to see firsthand what it takes to create a meter of fabric, exploring its complexities and technological challenges. We were thrilled to share a piece of our history and know-how with these enthusiastic students!



Klopman has received the Climate Impact Award at the ETSA Congress in Prague for our "Wear Circular" project. This initiative, developed with TDV Industries, promotes a new range of products made from post-consumer recycled polyester-cotton fibers, reflecting our commitment to sustainability and a circular economy. We Congratulate with the entire Klopman team on this achievement.



At Klopman, we were proud to celebrate the "**Premio Maestri del Lavoro**", a prestigious event that brought together both the old and new generations. The ceremony highlighted the dedication to excellence, with professionals who received this award sharing their wealth of experience alongside the enthusiasm and fresh perspectives of youngers. This intergenerational exchange underscored the importance of passing on valuable knowledge while embracing innovation, ensuring the continued success and growth of Klopman in the years to come.



Corporate and product communications

Responsible marketing is an important aspect of being a responsible company. We take it into consideration right from the start when planning our communication campaigns and advertising our products, as we believe that responsible marketing builds trust between the company and its customers. Therefore, during the year, we raised awareness through our website and social media of our WEAR Circular project.



Klopman for the “LEONARDO DA VINCI” show

Klopman has long supported social and humanitarian initiatives, especially those connected to the local community. On May 14, 2023, the “Accademia Arte Spettacolo e Danza per il Sociale e la Solidarietà” presented the show “Leonardo” at the Cinema Teatro Nestor in Frosinone. The performance, highlighting the life of Leonardo Da Vinci, aimed to raise funds for humanitarian projects. Klopman proudly participated as the main sponsor.



Donations supporting local initiatives

For many years, we have been happy to support the initiative by Giunti al Punto bookstore in Frosinone. In 2023, for the Christmas holidays, we donated a children’s library to the Scuola della Pace in Ferentino. The Scuole della Pace are free centers that support children in their school integration, offering an educational model that is open and supportive.



8.2 Involvement in social benefits

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

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

Solidarity for Caritas:

Klopman donates every year a sum to the local Caritas Diocesana of Frosinone to help people in need. Typically, the activity takes place during Christmas to provide a hot meal for those in need throughout the festive period. A qualification questionnaire is used to ensure that the principles are strictly adhered to. The questionnaire also discusses issues concerning Anti Corruption and Corporate Social Responsibility (CSR).

GRI Content Index

STATEMENT OF USE Klopman Srl has reported the information cited in this GRI content index for the period 01.04.2023 - 01.04.2024 with reference to the GRI Standards.

GRI 1 USED GRI 1: Foundation 2021

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

GRI Standard	Section	Remarks and Omissions
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GENERAL DISCLOSURES

GRI 2: General Disclosures 2021

GRI Standard	Section	Remarks and Omissions
2-1	Organizational details	Chapter 1.3 Chapter 1.4
2-2	Entities included in the organization's sustainability reporting	Guide to the Report
2-3	Reporting period, frequency and contact point	Guide to the Report Contact point: rossella_deangelis@klopman.com
2-4	Restatements of information	Guide to the Report
2-5	External assurance	The sustainability report has not been externally certified.
2-6	Activities, value chain, and other business relationships	Chapter 1.4
2-7	Employees	Chapter 6.1
2-8	Workers who are not employees	All requirements omitted due to confidentiality constraints.
2-9	Governance structure and composition	Chapter 3.1
2-10	Nomination and selection of the highest governance body	Chapter 3.2
2-11	Chair of the highest governance body	Chapter 3.1
2-12	Role of the highest governance body in overseeing the management of impacts	Chapter 3.1
2-13	Delegation of responsibility for managing impacts	Chapter 3.1

GRI Standard	Section	Remarks and Omissions
2-14	Role of the highest governance body in sustainability reporting	Chapter 3.1
2-15	Conflicts of interest	Chapter 3.1
2-16	Communication of critical concerns	Chapter 3.1
2-17	Collective knowledge of the highest governance body	Chapter 3.1
2-18	Evaluation of the performance of the highest governance body	Chapter 3.1
2-19	Remuneration policies	Chapter 3.1 Chapter 6.2
2-20	Process to determine remuneration	Chapter 6.2
2-21	Annual total compensation ratio	The ratio of the annual total compensation[1] for the highest-paid individual to the median annual total compensation for all employees is equal to 9.35. The ratio of the percentage increase in annual total compensation for the highest-paid individual to the median percentage increase in annual total compensation for all employees is equal to 2.50%.
2-22	Statement on sustainable development strategy. Statement on sustainable development strategy	Message from the CEO Message / from the Managing Director
2-23	Policy commitments	Chapter 3.3
2-24	Embedding policy commitments	Chapter 3.3
2-25	Processes to remediate negative impacts	Chapter 3.3
2-26	Mechanisms for seeking advice and raising concerns	Chapter 3.3 Letter b of the GRI requirement was not applicable.
2-27	Compliance with laws and regulations	Chapter 3.1 During the reporting year there were no instances of non-compliance with laws and/or regulations in the social and economic area
2-28	Membership associations	2.3 Our stakeholders
2-29	Approach to stakeholder engagement	Chapter 2.3 Chapter 2.4
2-30	Collective bargaining agreements	Chapter 6.2

MATERIAL TOPICS

GRI 3: Material Topics 2021

3-1	Process to determine material topics	Chapter 2.4	
3-2	Evaluation of the performance of the highest governance body	Chapter 2.4	All requirements omitted due to confidentiality constraints.

Circularity and Product Sustainability

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

Water Stewardship

3-3	Management of material topics	Chapter 4.3	
303-1	Interactions with water as a shared resource	Chapter 4.3	
303-2	Management of water discharge related impacts	Chapter 4.3	
303-3	Water withdrawal	Chapter 4.3	Data on water withdrawal on areas with water stress in megaliters were not available

Climate Change and GHG Emissions

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

Product Quality

3-3	Management of material topics	Chapter 5	
417-1	Requirements for product and service information and labeling	Chapter 5.4	

Customer Care

3-3	Management of material topics	Chapter 5.4	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 5.4	

Health and Safety

3-3	Management of material topics	Chapter 6.3	
403-1	Occupational health and safety management system	Chapter 6.3	
403-2	Hazard identification, risk assessment, and incident investigation	Chapter 6.3	
403-4	Worker participation, consultation, and communication on occupational health and safety	Chapter 6.3	
403-5	Worker training on occupational health and safety	Chapter 6.3	
403-6	Promotion of worker health	Chapter 6.3	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 6.3	
403-8	Workers covered by an occupational health and safety management system	Chapter 6.3	
403-9	Work-related injuries	Chapter 6.3	Letter b of the GRI requirement was not applicable.

Human rights

3-3	Management of material topics	Chapter 5.5	
406-1	Incidents of non-compliance concerning the health and safety impacts of products and services	Chapter 5.5	During the reporting year there were no incidents of discrimination.

Business ethics

3-3	Management of material topics	Chapter 5.5	
406-1	Incidents of discrimination and corrective actions taken	Chapter 5.5	During the reporting year there were no incidents of corruption.

MATERIAL TOPICS

Transparency in the Value Chain

3-1	Management of material topics	Chapter 7	
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GRI not related to any material topics

401-1	New employee hires and employee turnover	Chapter 6.1 Chapter 6.2	
404-1	Average hours of training per year per employee	Chapter 6.2	
306-3	Diversity of governance bodies and employees	Chapter 6.2	

Klopman International

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