



Sealup
MILANO 1935

Sustainability Report

2023



Sustainability Report

2023

May 2024

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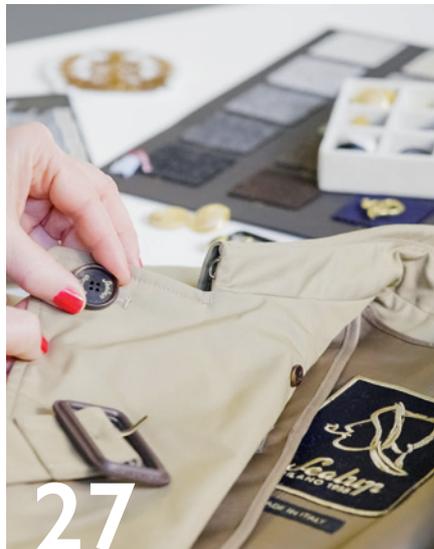
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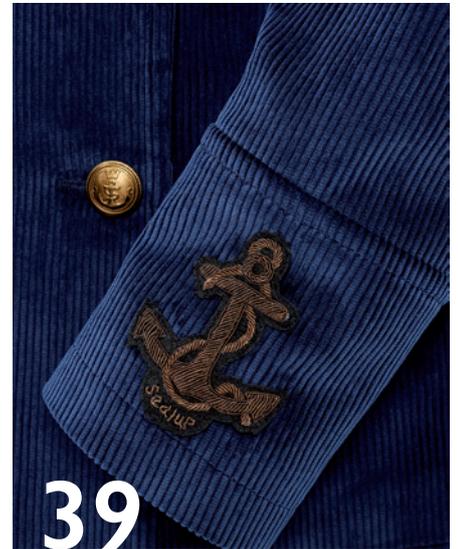
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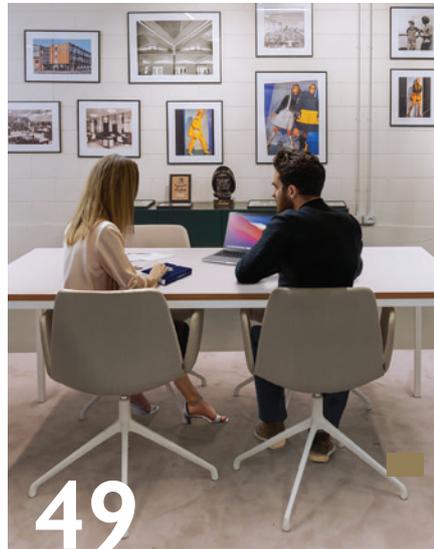
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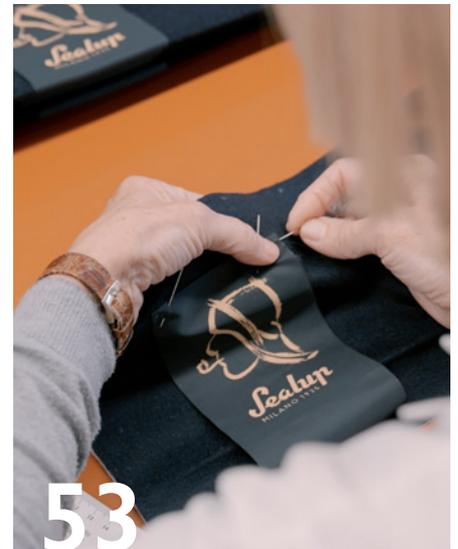
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Letter from the President

Sealup is an international brand among the leading companies in the industrial tailoring of outerwear.

After a three-year period heavily affected by Covid and its consequences, 2023 was a year of recovery for our brand distribution, although not yet extended to all markets. The financial statements for the financial year 2023 closed with revenues of 13,624,195 euros, an increase over the previous year of 34%.

This increase generated a clear improvement in the main margins compared to the 2022 financial year: in particular, added value amounted to 4,168,845 euros (+20%) and, consequently, the gross operating margin (EBITDA) and operating profit (EBIT) stood at 1,573,114 euros (+104%) and 1,147,702 euros (+290%), respectively.

Our industrial tailoring sector for luxury brands has also shown a trend of consolidation, to which was added, during the second half of the year, the acquisition by Sealup of a further luxury customer, returning to production in Italy using only high-profile manufacturers, including Sealup thanks to the assessment of the parameters relating to solidity, transparency, traceability, sustainability and sartorial quality for the tailoring of garments requiring great *'savoir faire'*.

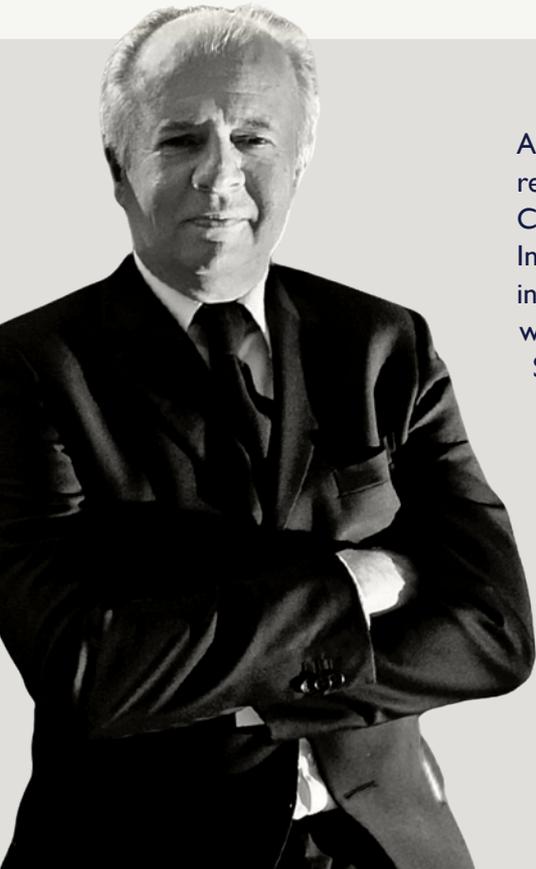
2023 was a turning point for the implementation of strategic guidelines: against a highly polarised market, we implemented a differentiated model, supplementing our flagship production at the Calusco d'Adda plant with two corporate participations in external cutting and garment making facilities.

Last but not least, not in order of importance, it is worth noting a very decisive step in terms of the strategic direction of the collections, developed with a more sartorial concept, with natural wool and cotton fabrics, thus offering the consumer value in terms of quality and highly sustainable materials, selected from exclusively certified suppliers.

Sealup is organised on the basis of the principle of a 360° integrated process (exclusively made in Italy): from research and pattern-making in the Lomazzo headquarters, to its own direct production in the factory in Calusco d'Adda, supported by external cutting units and tailoring labs, to retail with its own flagship store, thus creating an immediate capacity for evaluation, intervention and decision-making.

Sealup boasts a proximity supply chain: production and cutting are concentrated at very short distances, optimising the handling and control of goods.

2023 for Sealup - Highlights



At Sealup, we strive to maintain a balance between economic benefit and respect for the environment, focusing on responsibility towards people, the Company's assets.

In order to ensure sustainable development, we have been investing for years in new-generation machines with reduced energy consumption and in quality working environments, with respect and for the comfort of our employees.

Sealup's commitment to ESG has resulted in the publication of our first Sustainability Report, which develops the following themes:

- traceability and sustainability of garments and fabrics;
- reducing consumption of natural resources;
- strengthening governance;
- company policy towards voluntary certification;
- safety and training of its employees.

Filippo Cazzani Chiesa

Filippo Cazzani Chiesa





The company
Sealup:
A present from
distant origins

I.1 Our History

Sealup (in this document also ‘The Company’), founded in Milan in 1935 by Piero and Germana Chiesa, has been synonymous with care and passion for luxury in fashion for three generations, valuing people, the pillar of the Company’s heritage.

With an initial industrial production consisting exclusively of raincoats, Sealup then expanded its collection, starting in the 1950s, to a line of overcoats and coats.

In the 1970s, the factory in Via Gallarate was opened in Milan, the work of the Milanese architect Renato Buzzoni, the inspirational father of FAI, an innovative project realised with a logic of comfortable environments designed also for the well-being of employees.



It's in this factory, furnished with Olivetti-designed furniture, that one of the first mechanographic centres was created – the forerunner of the computer applied for the first time in a clothing industry in Italy. Those years also saw the first collaborations with international designers such as Karl Lagerfeld and Walter Albini.

1950

DIVERSIFICATION OF THE BUSINESS WITH THE PRODUCTION OF THE OUTERWEAR LINE

1935

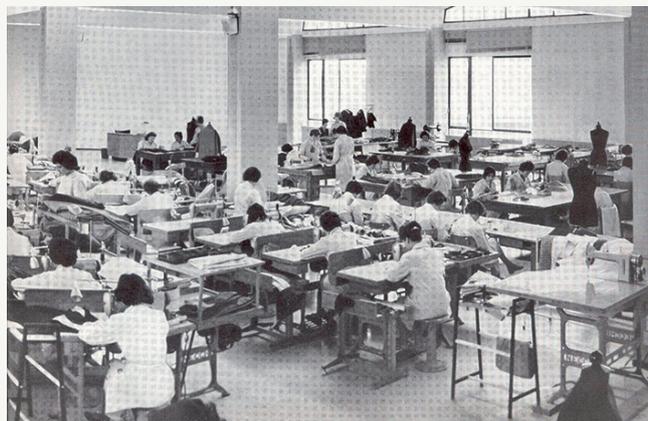
1950

1959



1935

FOUNDING OF THE COMPANY FOR THE PRODUCTION OF RAINCOATS BY PIERO AND GERMANA CHIESA



1959

INAUGURATION OF THE NEW HEADQUARTERS IN VIA GALLARATE, MILAN

SIGNIFICANT DATES



1990

ACQUISITION OF THE CERRUTI 1881 BRAND LICENCE FOR THE PRODUCTION AND DISTRIBUTION OF OUTERWEAR AT INTERNATIONAL LEVEL

2012

OPENING OF THE CALUSCO D'ADDA FACTORY, PRODUCTION AND PROTOTYPE PLANT: DIMENSIONAL GROWTH OF THE COMPANY

1975

1990

1995

2012

1975

INITIAL COLLABORATION WITH LEADING INTERNATIONAL LUXURY HOUSES



1995

OPENING OF NEW HEADQUARTERS IN LOMAZZO, INNOVATIVE POST-INDUSTRIAL-LOFT DESIGN RENOVATION. ADMINISTRATIVE HEADQUARTERS, STYLE OFFICE, PRODUCTION



2016

OPENING OF FIRST SEALUP
FLAGSHIP SHOP

2023

PROCESS OF VERTICALISATION OF
PRODUCTION ACTIVITY: FOCUS ON
GARMENT QUALITY AND VALUE CHAIN
SUSTAINABILITY WITH THE ACQUISITION
OF STAKES ACQUISITION OF STAKES IN THE
CUTTING FACTORY, COUPE DE LUXE SRL,
AND IN THE MANUFACTURING FACTORY,
TOMÉ SRL

2014

2016

2019

2023



2014

OPENING OF THE COUNTRY-STORE
IN PONTE NIZZA

2019

OPENING OF NEW LOGISTICS
CENTRE IN GUANZATE

1.2 Our identity and values

Sealup is the fusion of two words, the English ‘sea’ and the Milanese dialectic ‘lup’ (wolf), a choice that is anything but accidental and aimed at highlighting an international outlook, with a strong link to Milanese tradition.

Sealup, which has been synonymous with care and passion for luxury products for three generations, is currently one of the most important Italian manufacturers of rainwear and luxury outerwear in the world, following the strict rule from the very beginning:

“uncompromising style and quality”



Corporate Values



- | | |
|--|---|
| ✓ Respect for the individuality of co-workers | ✓ Garments with natural and regenerated fabrics |
| ✓ Professionalism | ✓ Care and passion for the product |
| ✓ Traditional tailoring and technological innovation | ✓ Targeted investments in sustainable development |

Today, after more than eighty years of activity, the company, led by Filippo Chiesa and his sister Cristina, continues to manufacture garments with the same care and passion, setting itself apart in a highly competitive market, guaranteeing its customers absolute sustainability in terms of quality and guarantee of exclusively Italian origin.

Sealup has always conducted its business with a strong focus on the environment and the well-being of its employees.

The promotion of business practices aimed at the responsible use of resources, including through investment in innovative machinery, is a cornerstone for the Company.

From the very beginning, there has also been a commitment to creating a safe and welcoming working environment in the spirit of Sealup, and this has been confirmed over time with the construction and fitting out of company workspaces:

- the administrative and design headquarters in Lomazzo was refurbished and fitted out to ensure safety and comfort by adopting large and bright dimensions for the individual work areas and internal parking;
- at the production site in Calusco d'Adda, Sealup has introduced a person-area-light ratio system, air recycling and air conditioning, non-invasive LED lighting, separate suction ducts for broadcasting machines and a relaxation room for personnel.

Sealup's founding values have been enriched over the years by taking into account the new socio-cultural context in which the company operates. The Company has been proactive in creating an inclusive working environment by adopting policies for the recruitment and training of junior-first-year staff from vocational schools, respecting the company philosophy of valuing diversity in all its facets and enhancing the unique qualities of each individual.

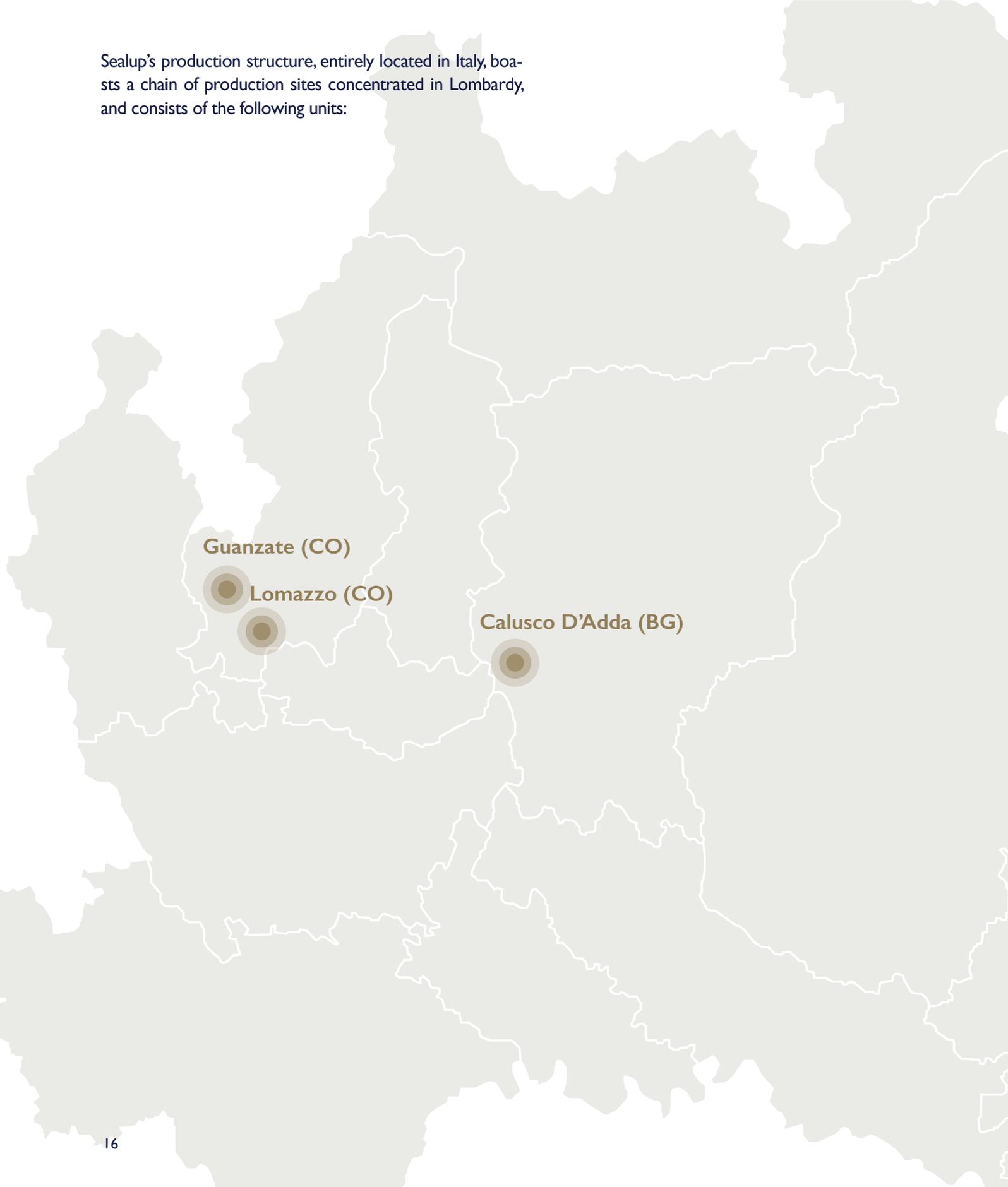
Sealup has recently adopted an off-line sales policy of selling exclusively in physical shops to allow customers to appreciate the value of the products.

The commitment to continuously improve its environmental performance has led the Company to undertake a voluntary process, which has resulted in obtaining the ISO 14001 environmental certification.



1.3 The production structure

Sealup's production structure, entirely located in Italy, boasts a chain of production sites concentrated in Lombardy, and consists of the following units:

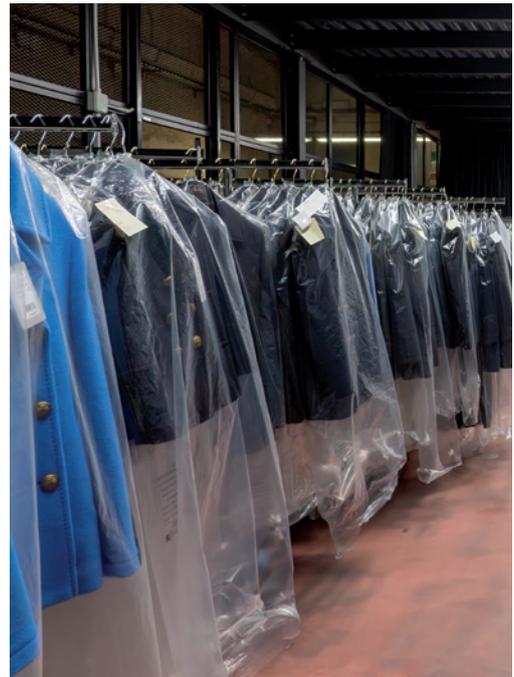




Lomazzo (CO)
Vicolo Sardegna No. 14

Head Office, Administrative Headquarters, Style and Pattern-making Centre, about 2000 m²: today it is the company-owned headquarters with 15 employees, heart of the company for general development:

- style office;
- research of fabrics and accessories;
- patternmaking and industrialisation;
- production planning;
- administration;
- shipment management;
- commercial management and relations.



Guanzate (CO)
Via Donizzetti

Logistics and Control of about 2,280 m², with 5 employees, which operates the following activities:

- storage and handling of goods, fabrics and finished garments;
- incoming fabric quality control;
- preparation of orders;
- shipping fabrics and accessories to the cutting and manufacturing units;
- quality control of finished garments;
- shipments to customers.



Calusco D'Adda (BG)

Via Unità d'Italia No. 59/77 e No. 101

A **production plant**, Sealup excellence, of about 1500 m², with 40 employees, an industrial-sartorial project, structured by highly qualified departments in the manufacture of all types of outerwear and prototyping.

The factory is equipped with state-of-the-art machinery:

- 45 Juki sewing machines: linear sewing machines, edge trimmers, triple feed machines, jointer, Strobel, hand stitch and ultrasonic sewing machines;
- two Juki computerised button-attaching machines;
- three MACPI machines and thermo-adhesive 'carousel' press units;
- series of MACPI steam ironing presses and dummies;
- three 4.0 BORSOI spinning machines, including a special one for eco-down;
- MACPI 4.0 laser cutting machine.

With the acquisition in 2023 of major stakes in Coupe de Luxe Srl cutting unit and Tomè Srl manufacturing unit, Sealup's production structure became even more vertically organised and more scalable:

Coupe de Luxe S.r.l.

Via M.Baiettini 138, Fontanella (BG)

A **cutting factory** of about 1500 m², with 5 employees, closely linked to the pattern-making department at the Lomazzo site, a central unit for cutting all types of fabrics and linings, and in particular specialised in cutting logoed fabrics, which require accurate centring, equipped with state-of-the-art machinery:

- Lectra Virga model for pattern cutting, A.I. 4.0;
- vector for cutting plain fabrics with a 4.0 stretcher;
- Martin dual station 4.0 press;
- Lectra workstation for pattern rectification and industrialisation;
- special bench for manual cutting.

Tomè SRL

Via Nazioni Unite snc,
Costa di Mezzate (BG)

A **production plant** of approximately 1,200 M², with 24 employees, a historic lab of leather garments, handed down through generations, evolved with the entry of Sealup into a manufacturing unit with structural characteristics similar to the Calusco plant and with a specialised department for processing leather garments and accessories.

The factory is equipped with textile and leather processing machinery:

- 30 Juki sewing machines;
- triple transport machines for leather;
- MACPI ironing press station;
- Juki computerised button-attaching machine;
- 4.0 BORSOI splicing machine;
- specific machines for leather processing.

1.4 The production cycle

Sealup's production process consists of the following activities:



1.5 Our garments

Sealup has always been associated with a concept of luxury and innovation. Totally made in Italy, Sealup has achieved its notoriety with its ‘rain and sea’ products, which fully represent the brand’s identity, thus offering its users peerless thermal comfort and the thrill of experiencing the world of rain and sea by wearing garments that are excellent both in the quality of the materials and in the rigorous search for ‘detail’. Indeed, the beating heart of the collection originates from the historical garment archive, an important source of inspiration for the brand’s first collections.

PEACOAT



The distinguishing features that make a Sealup peacoat unique and recognisable are the care taken in its tailoring and the study of shapes. Its fit is both modern and functional. The wide lapels and double-breasted placket protect the body from the weather.

RAINCOATS



Raincoats are the soul of the brand, synonymous with high-end quality since 1935 at the dawn of the made-in-Italy clothing industry. In the ‘rain’ world, trench coats and raincoats coexist, exemplifying a perfect harmony between tradition and modernity.

1.6 Distribution Channels

The distribution of Sealup brand products takes place through diversified channels to ensure a widespread presence and service in line with customer needs and market expectations.

B2C (business-to-consumer) distribution channels



Milan (MI)
Via Brera No. 3

A **single-brand flagship store** on one of Milan's most prestigious and symbolic streets, located between La Scala theatre and the Brera Art Gallery, spread over 300 m². The highly qualified service is also able to meet 'tailor-made' requests.



Ponte Nizza (PV)
Via Roma No. 9 e No. 5

Country-store about 1500 m², with 3 employees.



Genoa

The opening of a **second single-brand shop** in the city of Genoa is planned for 2024.

B2B (business-to-business) distribution channels



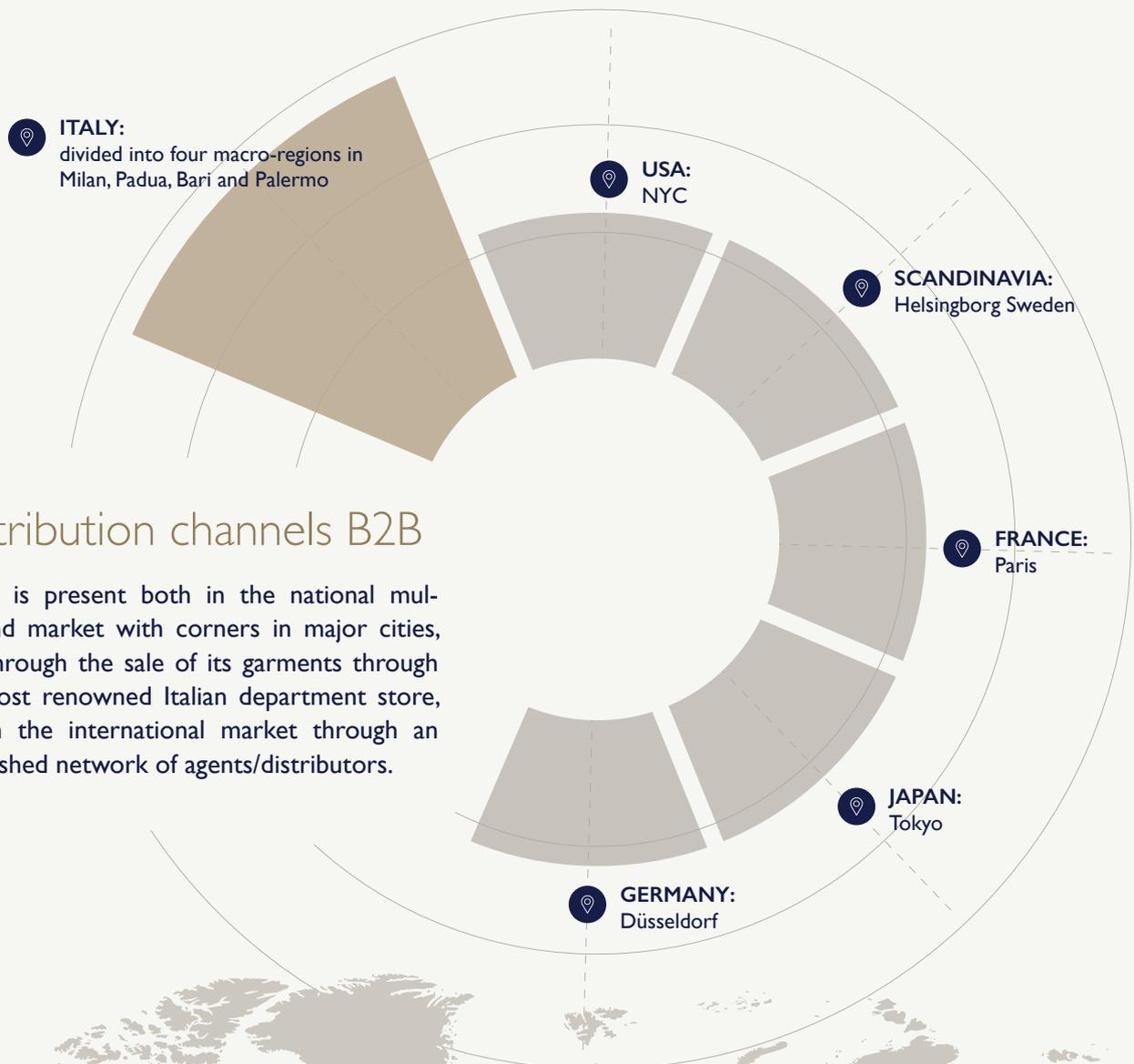
Milan (MI)
Via Lodovico il Moro No. 27

Showroom and sales office on the Naviglio Grande, within the former Pozzi-Ginori district – highly regarded by fashion buyers worldwide, for the co-presence of the major fashion brands.



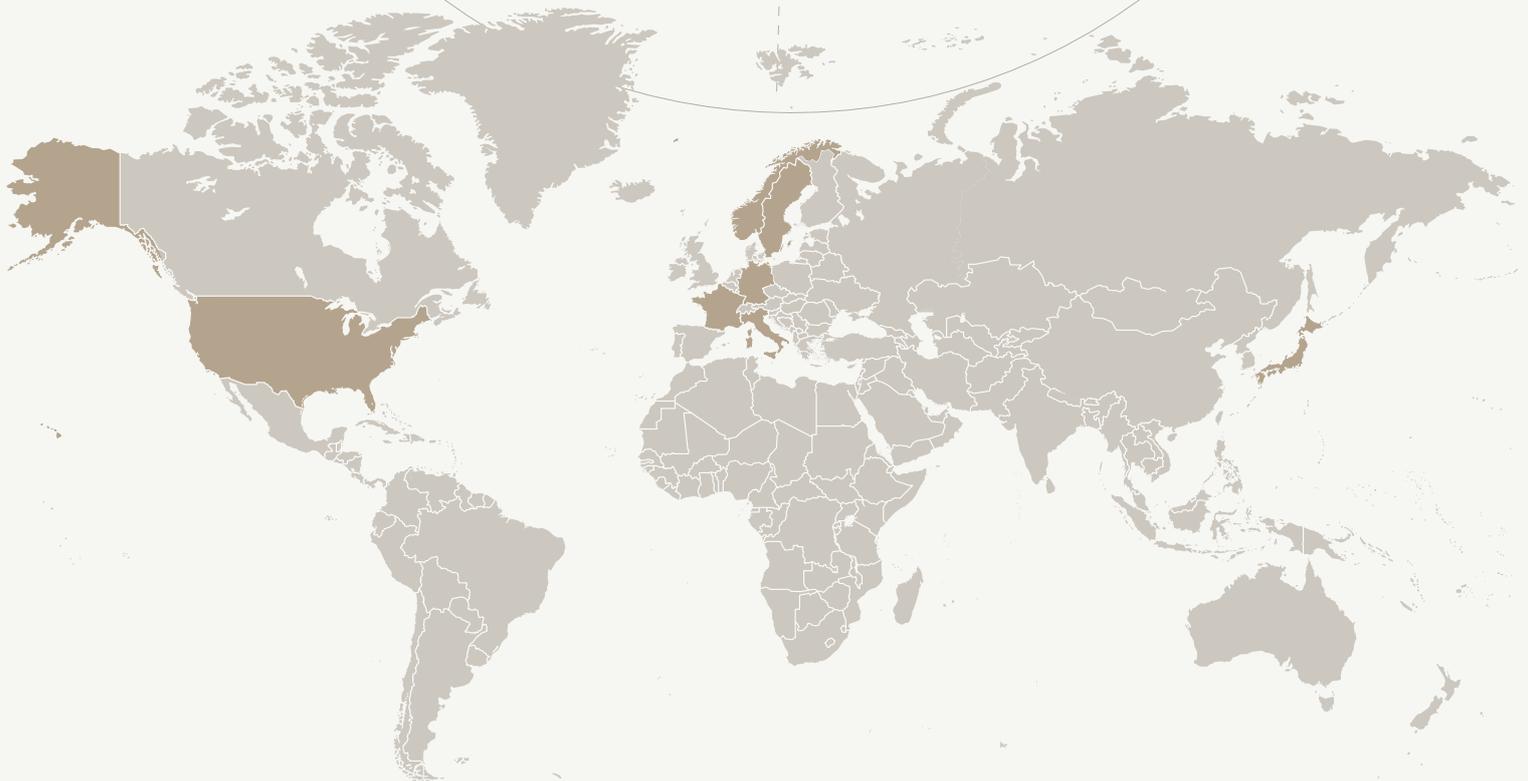
Italy
France, Paris
Germany, Düsseldorf
Scandinavia, Helsingborg Sweden
Japan, Tokyo
USA, NYC

Strategically, from 2024 onwards, the shopping-online channel will be discontinued, in order to support activities in retail shops and multi-brand customers, and to safeguard the jobs of our employees and collaborators.



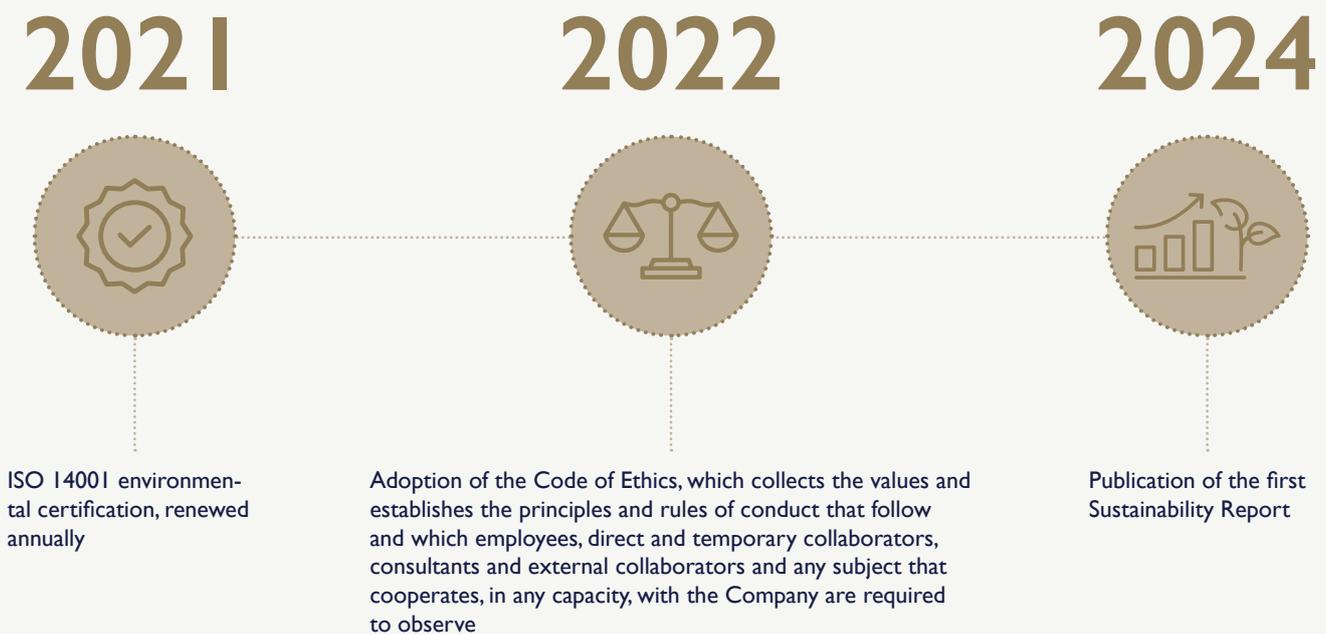
Distribution channels B2B

Sealup is present both in the national multi-brand market with corners in major cities, also through the sale of its garments through the most renowned Italian department store, and in the international market through an established network of agents/distributors.



1.7 Governance and its structure

Sealup has always inspired its activities by the ethical principles of respect, transparency and inclusion, to which a strong vocation towards ESG issues has been added in recent years. This vision was realised in the following steps:



The Company's Board of Directors is committed to the adoption, distribution, observance and updating of the principles expressed and the conduct indicated in the aforementioned documents.

Sealup adopts a traditional governance model consisting of a Shareholders' Meeting, Board of Directors and Statutory Auditor.

The Shareholders' Meeting decides on matters reserved by law and by the Articles of Association, in particular the appointment of the Board of Directors and the overall remuneration of the Board of Directors.

The Board of Directors has powers of ordinary and extraordinary administration and meets annually to discuss the draft budget and during the course of the year on the occasion of events of management importance.

The Legal Auditor, an external and independent professional, is responsible for verifying the regularity of the bookkeeping and financial statements.

The composition of Sealup’s Board of Directors

The Board consists of 3 members, the President of the Board, the expression of the majority shareholder, and 2 Managing Directors, 1 of whom is a minority shareholder, and all have been working within the company for more than 20 years.

The President of the Board of Directors, Filippo Cazzani Chiesa, as well as ordinary and extraordinary management, is in charge of defining the company’s management policies, in technical, commercial and administrative aspects, analyses and decides on new investments and purchases of significant financial commitment, contributes to the development of the style line and ensures compliance with legal and regulatory provisions as regards safety and the environment.

The Chief Executive Officer, Cristina Cazzani Chiesa, has been specifically delegated as the corporate sustainability project manager, who is responsible for approving the Environmental Management System (EMS) documentation, appointing the Environmental Management System Manager and/or the evaluator of inspection visits, as well as defining and developing programmes to raise awareness of ESG issues in the company and along the supply chain. She also deals with the management of activities related to the protection of the intellectual property of the trademark.

In order to better manage Sealup’s growth in size and related business development, a new manager, Enrico Herschmann, was appointed in 2023.

Age groups



> 50 years

Gender



2 male | 1 female



Filippo Cazzani Chiesa
President



Cristina Cazzani Chiesa
Managing Director



Giorgio Cazzani Chiesa
Managing Director

The remuneration of the Board of Directors

The total remuneration of the Board of Directors and any termination indemnity, as well as the remuneration of the Statutory Auditor are determined by the Shareholders’ Meeting when appointing the Board of Directors. The remuneration of employees is in line with the provisions of the Textile Clothing Fashion Collective Labour Agreement. The Company does not apply variable remuneration policies.





2

Sustainable development for Sealup

2.1 Commitment to sustainability

Sealup has always conducted its business with a focus on the environment, safety and the well-being of people.

In recent years, this commitment has become more intense, given the high sensitivity of public opinion and the “fashion” industry, in particular to the adoption of sustainable practices with regard to environmental, social and governance factors.

An important milestone for Sealup has been reached with the publication of this first Sustainability Report.

This document has both an important internal and external value, as it allows us to communicate what we have already done and what we are committed to do with regard to ESG issues. And not just that.

During the process of drafting the first Sustainability Report, the Company activated a new and more direct way of listening to all its stakeholders¹, in order to more clearly identify the objectives to be pursued on the path towards environmental, social and governance sustainability.

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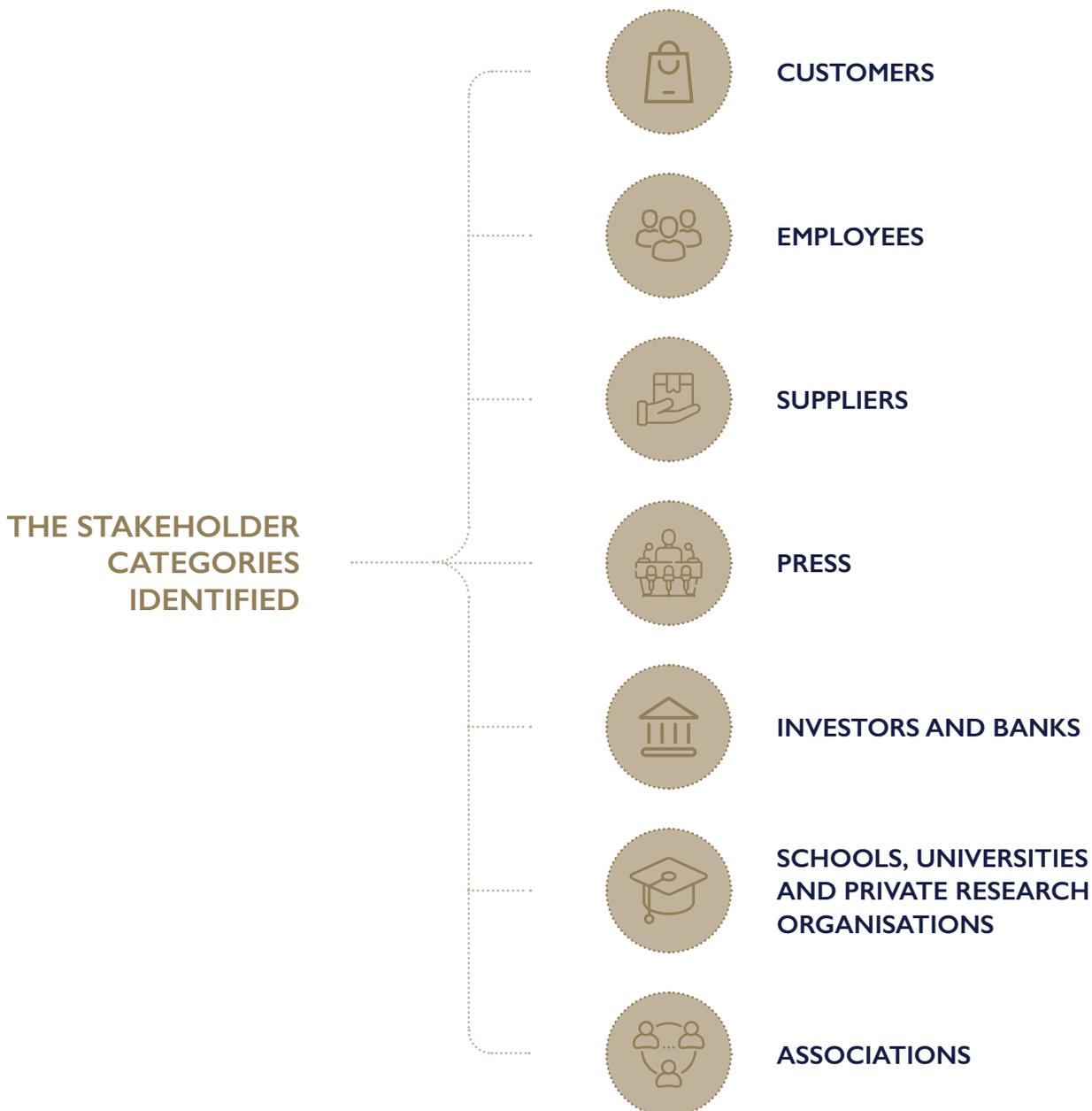
1. The GRI Standards define a stakeholder as an entity or individual that can reasonably be expected to be significantly affected by an organisation’s activities, products and services, or whose actions can reasonably be expected to affect an organisation’s ability to successfully implement its strategies and achieve its objectives.



2.2 Stakeholder involvement

The stakeholders are those persons actually or potentially significantly affected by Sealup’s activities and products or whose actions may reasonably affect the Company’s ability to successfully achieve its objectives.

Sealup identified its stakeholders starting with an analysis of the production cycle in the narrow sense, and then expanded the analysis by considering its business as a whole. The stakeholder categories thus identified are as follows:



In this first experience of sustainability reporting, direct stakeholder engagement was conducted with the distribution, through various channels, of a questionnaire to be filled in to provide a prioritisation of material topics, as defined by the Company's Board of Directors with the help of third-party experts. The materiality questionnaire was constructed in such a way as to focus on the areas of environmental and social sustainability and also includes some governance issues.



2.3 The Materiality Analysis

The identification of material topics is a key step in selecting the topics to be reported in the Sustainability Report drafted with reference to the international standards defined by the Global Reporting Initiative (GRI).

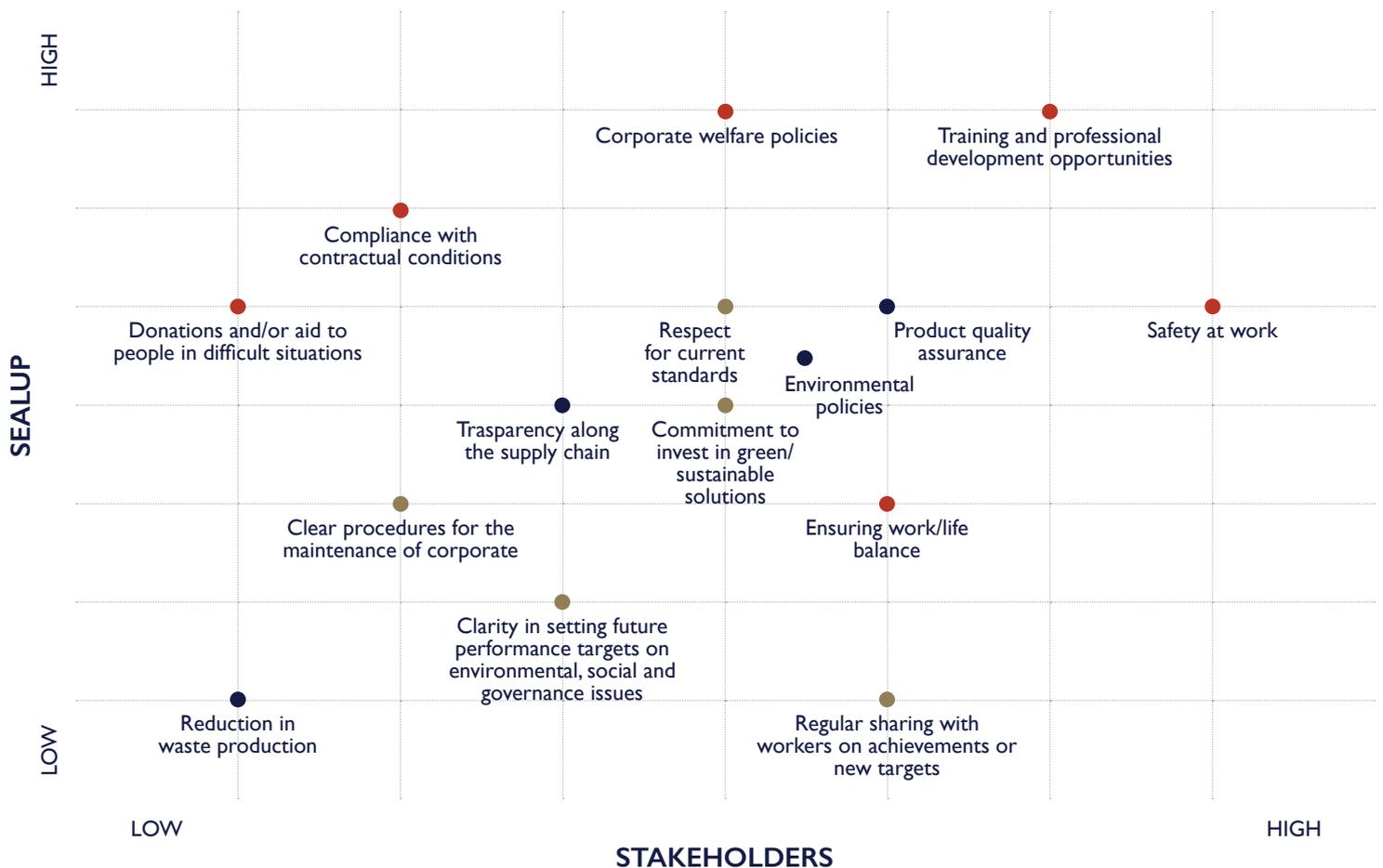
For the first edition of the Sustainability Report, Sealup first carried out a study of relevant sustainability issues according to a sector analysis and the aspects suggested by the GRI Standards. Subsequently, a full-fledged materiality analysis was conducted, including the mapping of issues relevant to Sealup and its stakeholders.

The graph depicted below shows the result of the materiality analysis

On the x- and y-axis, the significance of the topic for stakeholders and Sealup respectively.

- Environmental
- Social
- Governance

Table No. 1: Materiality matrix



For the 2023 Sustainability Report, Sealup has constructed its materiality matrix based on the 'new' approach presented in the GRI 2021 Standards, which require the identification and reporting of all issues that lead to significant impacts (whether positive or negative, actual or potential) of the organisation on its economy and more broadly, on the environment and people. These impacts are also identified on the basis of the reference context, grafted onto the expectations of the main stakeholders with whom the company interfaces.



**THE STEPS THAT
LED TO THE
DRAFTING OF
THE MATERIALITY
MATRIX**

1 **CONTEXT ANALYSIS**

Sealup analysed the external reference context to identify the most relevant aspects in relation to its business model and activities, as well as market maturity on sustainability issues and stakeholder expectations. The analysis is mainly carried out on internal documentation and benchmarking against competitors;

2 **IDENTIFICATION OF IMPACTS**

The Company has determined the current and potential positive and negative impacts it generates on the economy, the environment and people.

3 **SIGNIFICANCE ASSESSMENT AND PRIORITISATION OF IMPACTS FOR SEALUP AND ITS STAKEHOLDERS**

Management assessed the impacts identified in the previous phase, drawing up a list, in order of importance, of material issues. In addition, a materiality questionnaire was distributed through various channels for stakeholders to fill out and they were asked to prioritise the same material issues according to their point of view. In particular, it was distributed to customers, suppliers, investors and banks, employees and other stakeholders (press, schools, universities and private research institutes and associations). The questionnaire was constructed in such a way as to focus on the three main areas of sustainability (economic, environmental, social) and also includes some governance issues.

4 **DEFINITION OF THE UPDATED LIST OF MATERIAL ISSUES**

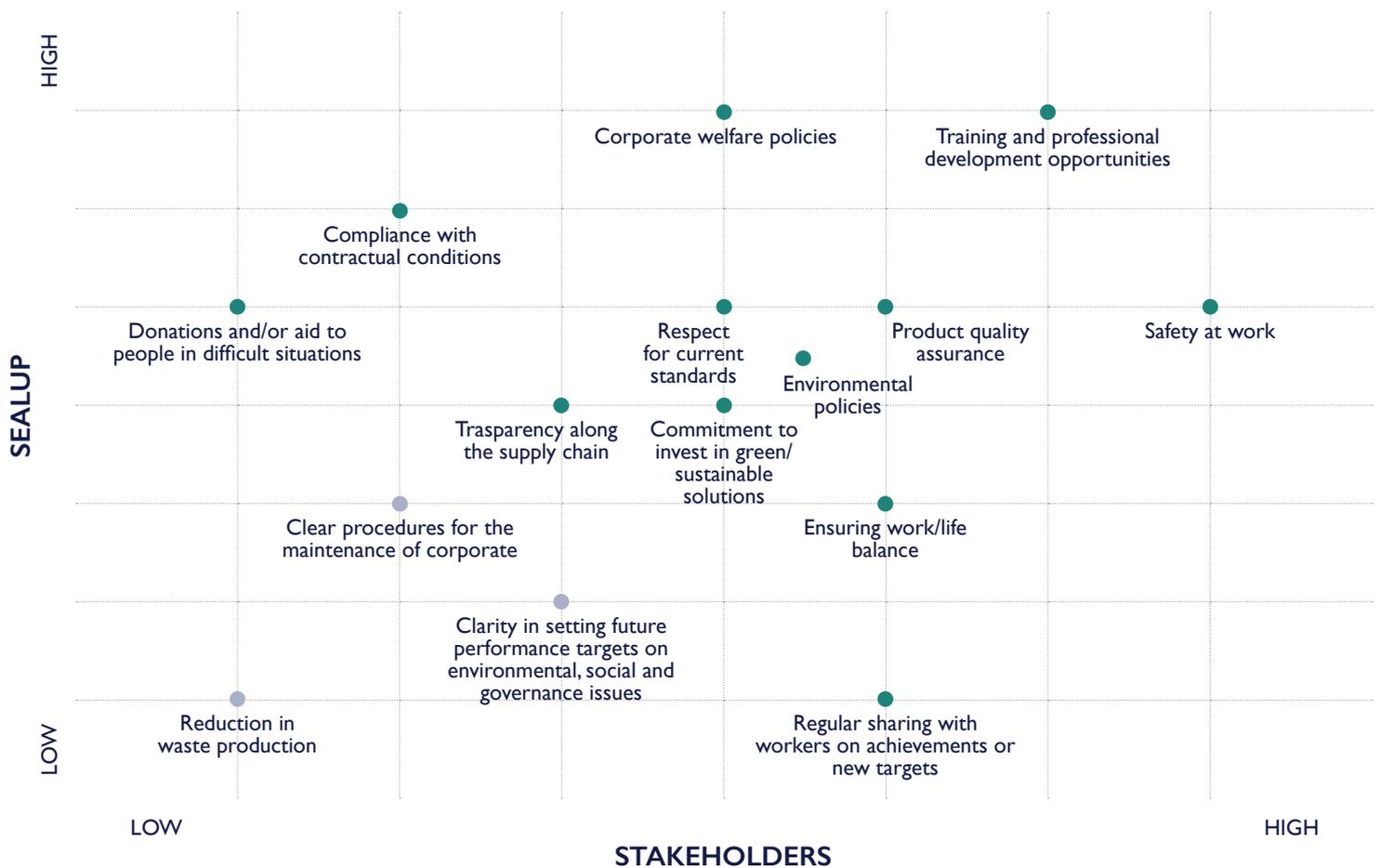
In this phase, the results of the previous phase were rationalised, resulting in the emergence of 12 material topics commented on below in order of priority.

In particular, sustainability issues that are contextually relevant for Sealup and its stakeholders are considered material topics.

The graph below divides the topics between **material topics** (in green) and non-material (in grey).

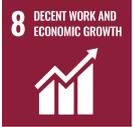
- Material topic
- Non-material topic

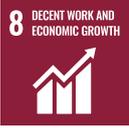
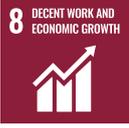
Table No. 2: Materiality matrix highlighting material topics for Sealup and its stakeholders



The table below provides a summary of Sealup's 2023 material topics, in order of priority, and their description.

Table No. 3: Material topics

MATERIAL TOPICS	DESCRIPTION	SDGs
TRAINING AND OPPORTUNITIES FOR PROFESSIONAL GROWTH	<p>Ensuring a continuous process of employee growth and enhancement through training and skills development activities is crucial for the company and its stakeholders. Therefore, Sealup is committed to ensuring that these opportunities are manifest and concrete for all its employees.</p>	
SAFETY AT WORK	<p>Ensuring a safe working environment emerges as a relevant ESG issue for Sealup and its stakeholders. The company pursues this goal by fully complying with the relevant regulatory requirements, with targeted refresher and training courses and by monitoring accidents.</p>	
POLICIES OF CORPORATE WELFARE	<p>The promotion of welfare initiatives in order to improve and spread a culture of well-being, including physical and mental well-being, as well as the quality of life of employees and their families, is among Sealup's top priorities. Following the materiality analysis, in fact, Sealup became aware of this need expressed by its stakeholders and decided to initiate a process that in the long term will gradually respond to this demand.</p>	
PRODUCT QUALITY GUARANTEE	<p>The standards and policies applied aimed at guaranteeing quality and safe products, along the entire value chain, from the stage of determining the design and purchasing of materials to the sale to the end customer, are steps that characterise Sealup's choices and are relevant to stakeholders.</p>	
ENVIRONMENTAL POLICIES	<p>Respect for the environment is part of Sealup's value system and is pursued through various actions: from responsible resource management, to reducing waste production, to sustainable product packaging. The good practices adopted by Sealup have led the company to obtain the ISO 14001 environmental certification. In fact, it is central for Sealup to develop products with a clear understanding of the environmental impacts generated throughout the entire production life cycle through the implementation of Life Cycle Assessment good practices.</p>	

MATERIAL TOPICS	DESCRIPTION	SDGs
COMPLIANCE WITH CURRENT REGULATIONS	The compliance of Sealup's activities with applicable regulations is an essential requirement for the company and fundamental for maintaining and developing lasting and successful partnerships.	
COMMITMENT TO INVESTING IN GREEN SOLUTIONS/ SUSTAINABLE INNOVATION	The innovation of its business model towards sustainable solutions, seizing and exploiting opportunities also related to investments, is central to Sealup's actions. Continuous product and process focus is pursued in order to adequately respond to market needs with positive impacts on the company and its competitiveness.	
GUARANTEE WORK/LIFE BALANCE	Ensuring a work-life balance, in the broad debate of work-life balance, is included within the social objectives that Sealup aims to achieve in the medium to long term.	
COMPLIANCE WITH CONTRACTUAL CONDITIONS	Sealup periodically checks compliance with the contractual conditions, verifying the absence of violations.	
TRANSPARENCY ALONG THE SUPPLY CHAIN	The traceability and transparency of the supply chain is ensured by Sealup through various actions: from the definition of quality, environmental and social sustainability criteria to be adopted in the screening activity, to the mapping of suppliers and periodic comparison with them. For the Company, the creation of stable and lasting supply relationships is an indispensable factor for the proper implementation of corporate strategies.	 
REGULAR SHARING WITH WORKERS ON ACHIEVEMENTS AND NEW TARGETS	The promotion of a transparent and regular relationship with its employees, also on the basis of results achieved/to be achieved, is a source of assurance of the establishment of a virtuous dialogue respecting human and workers' rights. The publication of this first Sustainability Report represents for Sealup a first and concrete action in the process of sharing with its employees, as requested by its stakeholders.	
DONATIONS AND/ OR AID TO PEOPLE IN DIFFICULT SITUATIONS	Supporting associations with initiatives aimed at people in difficult situations - including through donations and aid - is one of Sealup's topics of interest.	



The contents of this chapter illustrate how Sealup supports the achievement of Sustainable Development Goals 9 and 12.



3

The quality of the garments and the relationship with customers

3.1 Accuracy and product innovation

The style office, staffed by professionals with many years of experience, creates new models according to strategic, stylistic and market trend choices or specific developments for customer projects.

The fabrics and various components are sourced from suppliers with whom the company has established partnerships, selected on the basis of the quality of the materials and the degree of environmental 'sustainability' of the products. The cutting and tailoring of the garments is carried out by experienced personnel, whose work spaces are designed to best combine operational efficiency, comfort and operator safety.

The value attributed by Sealup to the quality of its garments and to the sustainability of the value chain was realised in 2023 with operations of verticalisation of production, through the acquisition of holdings in companies specialised in garment cutting and tailoring activities. The physical proximity of these activities and the value affinity of the companies involved, confirms Sealup's mission to achieve high quality standard production while respecting the environment and people.

Sealup garments with 'timeless style' are designed and manufactured to last. Resilient materials and products, due to their increased durability, prevent wasteful consumption, which saves resources and reduces waste. Sealup's philosophy is a great strength in the creation of environmentally sustainable products, in stark contrast to the explosion of fast fashion, which prioritises disposable garments.

Sealup's commitment to innovative and sustainable investments has always been aimed at the production business as a whole.

During 2023, the focus was particularly on the materials used for making the garments and the machinery for their production.

In terms of materials, traditional wool and cotton yarns were joined by new 100% regenerated wool and cashmere yarns, which account for 1/3 of the winter garment production, contributing with this important share to improving the life cycle of the products.

Sealup is committed to the production of high quality and sustainable clothing, integrating new reclaimed materials and advancing production technology, in line with a philosophy of environmental friendliness and product durability.



The introduction of the new fabrics resulted from the cooperation with Lanificio Zanieri, whose yarn production is GRS² certified.

2023 for Sealup was also characterised by major investments in state-of-the-art fabric cutting machines, which guarantee a reduced environmental impact by eliminating paper and cardboard and reducing production waste with the pattern cutting function. The introduction of technologically advanced machinery has been accompanied by highly specialised training courses for cutting personnel, thereby increasing the company's know-how.



2. Global Recycle Standard, an international standard for certifying the sustainable production of garments and textile products made from recycled materials by ensuring traceability throughout the production process, restrictions on the use of chemicals and compliance with environmental and social criteria at all stages of the production chain.

3.2 Material Safety

Sealup has always operated in the market with a great sense of responsibility towards employees, customers and the environment. Among the activities carried out, primary importance is given to the control of chemical substances and preparations used for the printing, fixing and washing of fabrics used for garment manufacture, supplied by third parties.

This is why Sealup places great emphasis on fabric checks during the procurement phase, in order to ensure the safety and quality of the materials.

The control activity consists of the following activities:

- preventive monitoring of potential suppliers by sending of a specific questionnaire, in order to certify the conformity of the chemical substances and preparations used in processing to the standards required by national and international regulations in force, as well as to specific protocols required by luxury customers. Specifically, this is compliance with standards such as GRS³, GOTS⁴, ZDHC⁵, the REACH⁶ regulation, AFIRM RSL⁷, OEKO-TEX^{®8}, as well as with particular regulations in the target markets of the products (Proposition 65 List, for the state of California; GB 18401-2010, for the Chinese market);
- fabric entry control, with verification of product data sheets and safety data sheets;
- final check before retail sale and shipment to customers.

Any material non-conformities are handled by the Product Department through certified email communication to the supplier.

In order to ensure continuous improvement in terms of the safety of the materials used for garment production, in 2023 Sealup paid special attention to the use of per-fluoroalkyl substances (PFAS⁹) in the waterproofing processes of its outerwear.

During 2024, a specific communication to suppliers concerning the use of PFAS chemicals will be implemented in line with international guidelines for the reduction/removal of these substances from the market.

Sealup is committed to ensuring the safety and quality of the fabrics through rigorous conformity checks to international standards.

3. See footnote 1.

4. Global Organic Textile Standard, international standard for the certification of textile products made from natural fibres from organic farming obtained in compliance with stringent environmental and social criteria applied at all stages of production.

5. Zero Discharge of Hazardous Chemicals is an international programme that aims to eliminate the use and discharge of hazardous chemicals throughout the textile supply chain.

6. Regulation adopted by the European Union establishing procedures for the collection and evaluation of information on the properties of chemical substances and the hazards arising from them, in order to improve the protection of human health and the environment.

3.3 Customer Loyalty

Sealup's decision to develop B2C sales exclusively in shops (and not online) also allows direct contact with customers and a more personalised and efficient handling of any non-compliance, all with a view to continuous improvement of product quality. A customer satisfaction monitoring system is also in place for Sealup's distinctive products through an individual after-sales mailing system.



7. Restricted Substances List (RSL) applicable to clothing, footwear and accessories prepared by the Apparel and Footwear International RSL Management (AFIRM) Group.
8. OEKO-TEX® STANDARD100 is a unique international testing and certification standard for raw materials, semi-finished and finished products in the textile industry and marks products tested for harmful substances, which pose no health risk to consumers.
9. Fluorinated Alkylated Substances, these are chemical compounds used in industry for their ability to make products waterproof.





The contents of this chapter illustrate how Sealup supports the achievement of Sustainable Development Goals 13.



4

Care for the environment and responsible use of natural resources

4.1 Environmental policies

Concern for the environment is a value for Sealup. The company has always conducted its business activities by assessing the impacts they have on the environment in which it operates and on the consumption of natural resources. The ISO 14001 Environmental Certification (obtained in 2021 and renewed annually) is the result of this path and represents for the Company a tool that guarantees a constant improvement of its performance from an environmental point of view, through the identification of impacts, of the relative degree of significance, of mitigation actions as well as the verification of the results achieved.

4.2 The responsible use of resources for Sealup

The packaging activity carried out by Sealup is characterised by not generating any significant direct environmental impacts. However, with a view to constant improvement, the Company has identified ‘consumption of natural resources’ as the area of greatest significance, in reference to which it will undertake and/or intensify the following mitigation actions in 2024:

- energy efficiency to reduce the consumption of energy produced from non-renewable sources (replacement of current lamps with LEDs and replacement of the boiler at the Lomazzo site with a state-of-the-art condensing system, installation of ceiling fans to channel the flow of warm air downwards, reducing heat loss during the winter period);
- preference for recycled or organic materials (GRS, GOTS, RWS¹⁰) to reduce the environmental impacts of using natural fabrics;
- preference of suppliers with Environmental Management System and/or GOTS, GRS, RWS certifications to reduce indirect environmental impacts related to the production process.

With reference to waste reduction, the materiality analysis did not identify this issue as relevant for the Company, since it is an area where mitigation actions have already been successfully undertaken through investments in advanced cutting machinery that optimises production waste, the introduction of control parameters to be maintained in different years, and the recycling of processed textile materials at companies specialising in the recycling of natural fabrics.



10. Responsible Wool Standard is a voluntary certification for sustainable wool production that guarantees that wool is sourced from non-intensive farms, where animal welfare and soil conservation are preserved.

4.3 Sustainable packaging

Sealup has achieved its target of 100% use of recycled or certified materials for the manufacture of its garments, with the aim of reducing the consumption of natural resources and improving the life cycle of its products.



Table No. 4: percentage of recycled garment covers used

	2023	2022
Recycled garment covers used (kg)	1.125	2.132
Total covers used (kg)	1.125	2.132
Percentage of recycled garment covers used	100%	100%

Table No. 5: percentage of FSC® certified paper and cardboard packaging used

	2023	2022
FSC® certified paper and cardboard packaging used (kg)	8.265	8.751
Total paper and cardboard packaging used (kg)	8.265	8.751
Percentage of FSC® certified paper and cardboard packaging used	100%	100%





The contents of this chapter illustrate how Sealup supports the achievement of Sustainable Development Goals 8, 12 and 13.



5

Environmental and social responsibility in the supply chain

5.1 The relationship with our suppliers

Sealup's supply chain is characterised by being a proximity network totally located in Italy. The territorial proximity with its suppliers ensures greater interoperability, which simplifies operational flows, the management of critical issues and enables more effective auditing.

The monitoring of suppliers in the Sealup supply chain, employed in production for luxury customers, is carried out through third-party audits and includes verification of compliance with the requirements of current environmental, occupational health and safety, ethical and tax compliance legislation.

Suppliers assessed as 'compliant' by luxury customers are considered 'qualified' by Sealup.

Table No. 6: Certified raw material suppliers

Certifications	2023
	Certified raw material suppliers
REACH	19
PROPOSITION 65	19
GB 18401-2010	19
PFAS FREE	19
GOTS	2
GRS	5
ZDHC	6
OEKO-TEX®	11

For suppliers that are not subject to third-party audits, Sealup periodically carries out compliance audits, both environmental, as required by ISO 14001 certification, and on compliance with the requirements of current legislation on workers' health and safety, and on social security and pay. The audits are conducted by means of an ad hoc questionnaire (Table No. 6 and Table No. 7).

Suppliers who are found to be non-compliant are asked to promptly rectify any criticalities found; in the event of continued non-compliance, the Managing Director for Sustainability assesses their elimination from the list of qualified suppliers.

Table No. 7: percentage of certified raw material suppliers

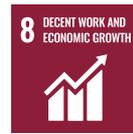
	2023
Certified raw material suppliers*	19
Total raw material suppliers	29
Percentage of certified raw material suppliers	66%

* A certified raw material supplier is defined as a supplier possessing more than one of the certifications listed in Table No. 6

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The contents of this chapter illustrate how Sealup supports the achievement of Sustainable Development Goals 1, 4, 8 and 16.



6

The value of people

6.1 Sealup employees

Sealup's employees are an essential element for the performance of the business. Protecting and valuing people shows that Sealup is committed to creating a safe, welcoming and inclusive working environment.

Its preference for permanent contracts testifies the importance of people for Sealup and the company's willingness to invest in long-term relationships (Table No. 9). All employees are employed in accordance with national regulations under the Textile Clothing Fashion Collective Labour Agreement.

To complete the overall workforce, Sealup has 5 non-employee workers, hired from temporary agencies. In 2023, the number of employees is essentially unchanged from the previous year. The outgoing turnover is 18.31%, slightly up from 2022, while the incoming turnover is 15.49%, down from 2022 (Table No. 12).

The importance of a work environment where corporate, ethical and moral values are shared has led the Company to adopt the Sealup Code of Ethics, which defines the social and moral rules of conduct to which employees, both individually and collectively, direct and temporary collaborators, consultants and external collaborators and any person cooperating, in any capacity, with the Company, must adhere.

Sealup's commitment to creating an inclusive working environment has achieved an important result with the publication of this first Sustainability Report, the drafting of which involved the direct involvement of employees with the aim of identifying material topics with reference to ESG issues. The engagement activity that the company intends to consolidate in 2024 also aims to introduce tools to collect employee feedback on specific ESG initiatives carried out by the company.

Table No. 8: number of employees by gender

	2023	2022
Male	6	7
Female	65	66
Total	71	73

Table No. 9: number of employees by contract type and gender

	2023			2022		
	Female	Male	Total	Female	Male	Total
Permanent	61	4	65	54	5	59
Fixed-term	4	2	6	12	2	14
Total	65	6	71	66	7	73

Sealup values employees with a safe and inclusive working environment, supporting long-term contracts and a strong commitment to ethics.

Table No. 10: number of employees by category and gender

	2023			2022		
	Female	Male	Total	Female	Male	Total
Managers	0	0	0	0	0	0
Executives	0	1	1	0	0	0
Employees	21	2	23	22	3	25
Workers	44	3	47	44	4	48
Total	65	6	71	66	7	73

Table No. 11: number of employees by gender and age group

	2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total
Male	1	1	4	6	2	2	3	7
Female	12	19	34	65	10	26	30	66
Total	13	20	38	71	12	28	33	73

Table No. 12: number and percentage of employees joining and leaving

	2023				2022			
	Revenue		Outputs		Revenue		Outputs	
	Number	%	Number	%	Number	%	Number	%
< 30 years	6	46,15%	5	38,46%	8	66,67%	2	16,67%
30 - 50 years	2	10,00%	2	10,00%	6	21,43%	6	21,43%
> 50 years	3	7,89%	6	15,79%	3	9,09%	4	12,12%
Total	11	15,49%	13	18,31%	17	23,29%	12	16,44%

6.2 The health and safety of workers

To manage health and safety in the workplace, the Company adopts a system that complies with the provisions of Italian Legislative Decree 81/2008, which provides for the drafting and updating of the Risk Assessment Document (RAD) by the Employer in close collaboration with the Prevention and Protection Service Manager (PPSM), the Workers' Safety Representative (WSR) and the competent doctor.

The RAD is updated every two years and whenever there are changes in the production cycle, workplaces, plant, equipment, work procedures or when new legislation is introduced. For the drafting and updating of the RAD, the Employer uses the advice of specialised technicians who are experts in the field of occupational health regulations. In the case of specific risks, the competent doctor carries out health surveillance activities by means of preventive and periodic examinations to check the suitability and permanence of the worker's suitability requirements to perform the specific task.

The RAD is supplemented by the Fire Emergency Plan drawn up in accordance with Italian Ministerial Decree of 02/09/2021. Evacuation tests are carried out annually at all Company sites.

The promotion of health and safety in the workplace is conducted by Sealup through training activities in accordance with the relevant laws. The 'general' occupational safety modules are aimed at employees in general, while the 'specific training' modules have contents that are specific to the requirements of the tasks performed and the equipment used.

No occupational accidents were also recorded for 2023, in line with 2022 (Table No. 13).

Sealup conducts regular audits of suppliers to ensure compliance with regulations on health, safety and working conditions.

Sealup is committed to promoting health and safety in the workplace also in its supply chain. In fact, the audit activity carried out periodically towards contract workers also includes compliance checks on compliance with the requirements of current legislation on workers' health and safety and on social security and pay. The audits are conducted by means of an ad hoc questionnaire and periodic visits, including 'fully unannounced' visits (Table No. 14).

Table No. 13: Occupational accidents and accident rate

Employees	2023	2022
Number of recordable occupational accidents	-	-
Number of occupational accidents with serious consequences (excluding deaths)	-	-
Number of deaths as a result of accidents at work	-	-
Hours worked	114.200	119.555
<i>rate of recordable occupational accidents</i>	-	-
<i>rate of occupational accidents with serious consequences</i>	-	-
<i>rate of deaths as a result of accidents at work</i>	-	-
Non-employee workers *	2023	2022
Number of recordable occupational accidents	-	-
Number of occupational accidents with serious consequences (excluding deaths)	-	-
Number of deaths as a result of accidents at work	-	-
Hours worked	2.015	-
<i>rate of recordable occupational accidents</i>	-	-
<i>rate of occupational accidents with serious consequences</i>	-	-
<i>rate of deaths as a result of accidents at work</i>	-	-

* Non-employees include the category of temporary workers

Table No. 14: Number and percentage of external processing suppliers audited

	2023
Suppliers of external processing subject to audit	16
Total suppliers of external work	16
Percentage of external processing suppliers audited	100%

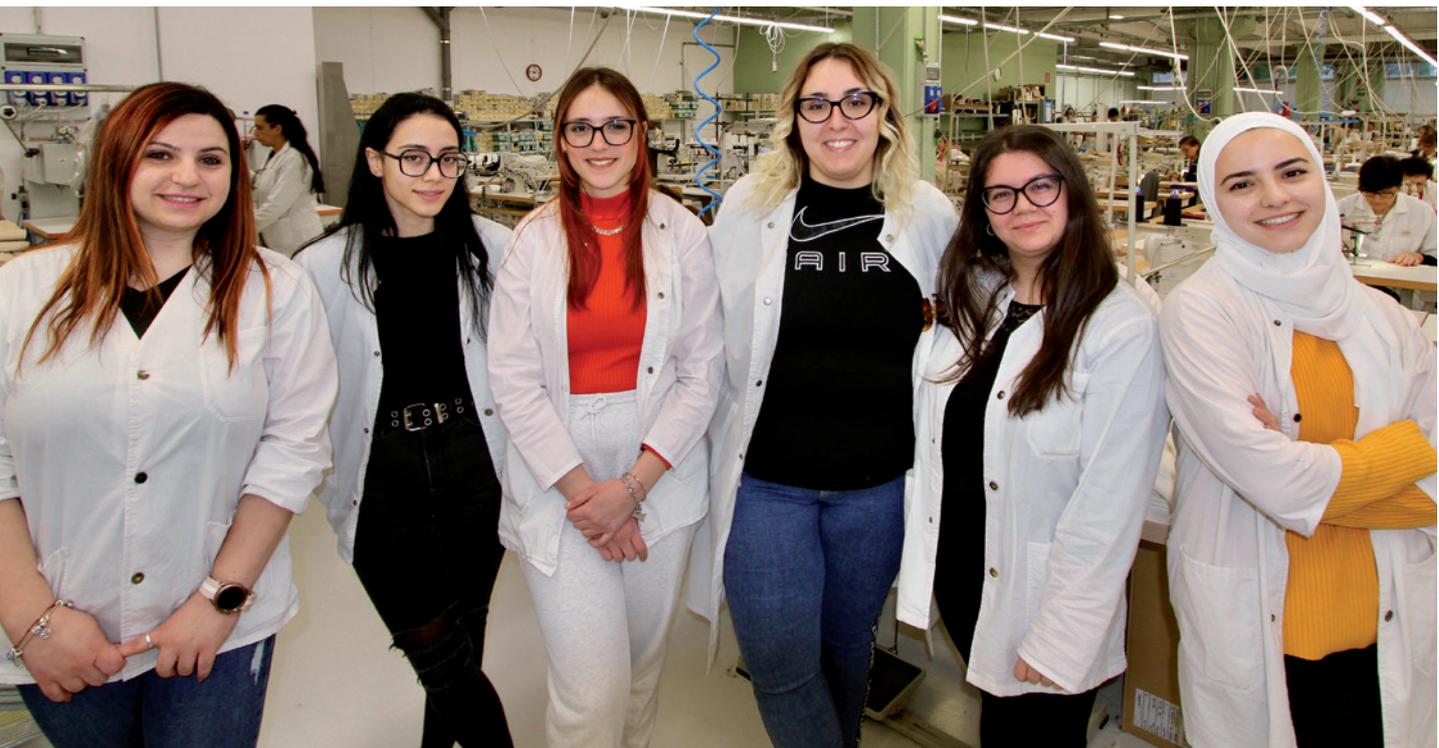
6.3 Skills training

The centrality of employees in strategic development and the materiality of the training topic led Sealup to make a concrete commitment to ensure the growth and enhancement of skills in the company. The training activities that Sealup intends to undertake during 2024 are as follows:

- a. in-house training course held by the Calusco D'Adda plant manager and aimed at employees who will work on the new second line specialising in 'Pure-tailoring Wool & Cotton';
- b. in-house training course on new cutting technology with 4.0 machines held by an external professional and aimed at employees in the pattern-making department;
- c. internal training course on the 'Time and Methods' methodology held by an external professional and addressed to all managers of the 'Product Sheets' departments.

Sealup is involved in the 'alternanza scuola-lavoro' [integrated school-to-work linked training] programme developed in cooperation with the Istituto Superiore Caniana (sewing and pattern-making) and the SILV (Fashion and Clothing) School in Bergamo. The students are involved in a gradual process of cutting, tailoring to the complex stage of prototyping, i.e. of the individual garment off the production line. In 2023, the 'integrated school-to-work linked training' programme involved 2 students.

In 2024 Sealup will also continue its commitment to the training of junior staff from vocational schools.



6.4 Well-being in the company

Sealup contributes to the enrolment of its employees in the SANIMODA Fund, as provided for companies applying the Textile Clothing Fashion Collective Labour Agreement. The Fund supports the needs and requirements of workers by providing health care services supplementary to those of the National Health System (NHS). For the employee and dependents, specialist (in affiliated facilities) and dental visits, check-ups and prevention are covered.

In 2023, SANIMODA added to its services a coverage against the risk of non-self-sufficiency (Long Term Care), which guarantees ‘for life’ a supplementary means of income for workers who may find themselves in this condition, in addition to any other form of public or private assistance.

To improve wellbeing in the workplace, Sealup is building green oases for its employees at its Lomazzo and Calusco D’Adda sites with an indoor relaxation area and library. Work is scheduled to be completed by July 2024.

It is important for Sealup to ensure a work-life balance for its employees. The company is committed to this by not resorting to overtime work and by providing adequate breaks during working hours.

6.5 Sealup’s social responsibility

In the field of corporate social responsibility, Sealup supports the Exodus Foundation, founded by Don Antonio Mazzi.

The aim of this donation is to support the socio-occupational reintegration of young people addicted to drugs or suffering from other forms of hardship through care, treatment, vocational training and work experience aimed at social reintegration.

Methodological note

This document is the first Sustainability Report of the company Sealup S.r.l. and aims to report the main sustainability performance in the environmental, social and economic fields achieved during 2023.

The document has been drawn up on a voluntary basis as evidence of the company's need to become increasingly transparent towards its stakeholders with regard to its performance on ESG issues.

The Company has reported information and data for the year 2023 (1 January 2023 to 31 December 2023) referring to GRI Standards. In order to allow for the comparability of data over time and to assess the trend of the Company's activities, a comparison with the previous year has been provided, where available.

Consistent with the GRI Standards, the following reporting principles were respected in preparing the Sustainability Report: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

The topics and indicators reported on are the result of the materiality analysis conducted by involving all stakeholders through a questionnaire stakeholders of the Company (customers, employees, suppliers, press, investors and banks, schools/universities and private research organisations, associations), as described in Chapter 2.

The scope of the data reported in this document coincides with that of the Sealup S.r.l. Financial Statements. However, the environmental data exclude the boutique and the showroom in Milan and the country-store in Ponte Nizza, as they are not very relevant. The list of indicators reported within the Sustainability Report is given in the GRI index presented at the end of the document.

The Sustainability Report is published on an annual basis.

The Sustainability Report 2023 was not audited by an independent third party, but was approved by Sealup's Board of Directors on 27 March 2023.

This document is also made public on the Company's website, which can be consulted at the following address: <https://sealup.net/>, sustainability page.

For any information, please contact the following address mail: info@sealup.net.

Glossary

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

AFIRM RSL	Restricted Substances List drawn up by the Apparel and Footwear International RSL Management Group
CCNL in its Italian acronym Fashion Clothing	National collective labour agreement for companies and workers in the textile-clothing-fashion sector
RAD	Risk Assessment Document
ESG	Environmental Social Governance
FSC®	Forest Stewardship Council
GOTS	Global Organic Textile Standard
GRI	Global Reporting Initiative
GRS	Global Recycle Standard
KPI	Key Performance Indicator
PFAS	Fluorinated Alkylated Substances, these are chemical compounds used in industry for their ability to make products waterproof.
WSR	Workers' Safety Representative
EMS Manager	Environmental Management System Manager
PPSM	Prevention and Protection Service Manager
RWS	Responsible Wool Standard
SDGs	Sustainable Development Goals
ZDHC	Zero Discharge of Hazardous Chemicals

GRI Index

Declaration of use	Sealup S.r.l. has reported the information mentioned in this GRI content index for the period 1 January 2023 - 31 December 2023 with reference to GRI Standards
GRI used	GRI I - Fundamental Principles - Version 2021
Relevant GRI sector standards	Not present at the time of approval of this Annual Report

GRI STANDARDS	INFORMATIVE REPORT	REFERENCE IN THE TEXT	ANY SPECIFICATIONS
GENERAL INFORMATION			
GRI 2 GENERAL INFORMATION	Organisation and Reporting Practices		
	2-1 Organisational Details	Chapter 1 paragraph 1.3, paragraph 1.6, Methodological note	
	2-2 Entities included in the reporting of sustainability	Methodological note	
	2-3 Period of reporting, frequency and point of contact	Methodological note	
	2-4 Review of Information		This document represents the first Sustainability Report of the Company
	2-5 External Assurance		This document represents the first Sustainability Report of the Company drafted in voluntary format and not subject to external insurance
	Activities and workers		
	2-6 Activities, Value Chain and Other Business Relationships	Chapter 1, paragraph 1.2, paragraph 1.3, paragraph 1.4, paragraph 1.5	
	2-7 Employees	Chapter 6, paragraph 6.1	
	2-8 Workers who are not employees	Chapter 6, paragraph 6.1	

GRI STANDARDS	INFORMATIVE REPORT	REFERENCE IN THE TEXT	ANY SPECIFICATIONS
GENERAL INFORMATION			
GRI 2 GENERAL INFORMATION	Governance		
	2-9 Structure and composition of the governance	Chapter 1, paragraph 1.7	
	2-12 Role of the highest governing body in impact management control	Chapter 1, paragraph 1.7, Chapter 2, paragraph 2.2	
	2-13 Delegation of responsibility for impact management	Chapter 1, paragraph 1.7	
	2-14 Role of the Highest Governance Body in Sustainability Reporting	Chapter 2, paragraph 2.2, Methodological Note	
	2-19 Remuneration regulations	Chapter 1, paragraph 1.7	
	2-20 Pay Determination Procedure	Chapter 1, paragraph 1.7	
	Strategy, policies and practice		
	2-22 Sustainable Development Strategy Statement	Letter from the President, Chapter 2, paragraph 2.1	
	2-23 Policy Commitment	Chapter 1, paragraph 1.7	
	Stakeholder Involvement		
	2-29 Approach to stakeholder involvement	Chapter 2, paragraph 2.2, Chapter 3, paragraph 3.3, Chapter 6, paragraph 6.1	
	2-30 Collective Agreements	Chapter 6, paragraph 6.1	

GRI STANDARDS	INFORMATIVE REPORT	REFERENCE IN THE TEXT	ANY SPECIFICATIONS
INFORMATION ON MATERIAL TOPICS			
GRI 3 MATERIAL TOPICS 2021	3-1 Process for determining material topics	Chapter 2, paragraph 2.2, paragraph 2.3	
	3-2 List of material topics	Chapter 2, paragraph 2.3	
TRAINING AND PROFESSIONAL DEVELOPMENT OPPORTUNITIES			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 6, paragraph 6.3	
GRI 404 TRAINING AND EDUCATION 2016	404-2 Update programmes of employee skills and transaction assistance programmes	Chapter 6, paragraph 6.3	
SAFETY AT WORK			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 6, paragraph 6.2	
GRI 403 HEALTH AND SAFETY AT WORK 2018	403-1 Occupational health and safety management system	Chapter 6, paragraph 6.2	
	403-2 Hazard identification, risk assessment and accident investigation	Chapter 6, paragraph 6.2	
	403-5 Worker health and safety training	Chapter 6, paragraph 6.2	
	403-8 Workers covered by a management system for the health and safety at work	Chapter 6, paragraph 6.2	
	403-9 Accidents at work	Chapter 6, paragraph 6.2	

GRI STANDARDS	INFORMATIVE REPORT	REFERENCE IN THE TEXT	ANY SPECIFICATIONS
CORPORATE WELFARE POLICIES			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 6, paragraph 6.4	
GRI 401 EMPLOYMENT 2016	401-1 Hiring of new employees and alternation of employees	Chapter 6, paragraph 6.1	
PRODUCT QUALITY ASSURANCE			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 3, paragraph 3.1	
ENVIRONMENTAL POLICIES			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 4, paragraph 4.1, paragraph 4.2	
GRI 301 MATERIALS USED 2016	301-2 Recycled input materials used	Chapter 4, paragraph 4.3	
COMPLIANCE WITH CURRENT REGULATIONS			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 3, paragraph 3.2	
COMMITMENT TO INVEST IN GREEN/SUSTAINABLE SOLUTIONS			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 3, paragraph 3.1	
ENSURING WORK/LIFE BALANCE			
GRI 3 MATERIAL TOPICS 2021	3-3 Managing material topics	Chapter 6, paragraph 6.4	

GRI STANDARDS	INFORMATIVE REPORT	REFERENCE IN THE TEXT	ANY SPECIFICATIONS
COMPLIANCE WITH CONTRACTUAL CONDITIONS			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 5, paragraph 5.1	
TRANSPARENCY ALONG THE SUPPLY CHAIN			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 5, paragraph 5.1	
GRI 308 ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016	308-1 New suppliers selected using environmental criteria	Chapter 5, paragraph 5.1	
GRI 414 SOCIAL ASSESSMENT OF SUPPLIERS 2016	414-1 New suppliers selected using social criteria	Chapter 6, paragraph 6.2	
REGULAR SHARING WITH WORKERS ON ACHIEVEMENTS AND NEW TARGETS			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 6, paragraph 6.1	
DONATIONS AND/OR AID TO PEOPLE IN DIFFICULT SITUATIONS			
GRI 3 MATERIAL TOPICS 2021	3-3 Management of material topics	Chapter 6, paragraph 6.5	





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Sustainability Report

2023