



MAGLIERIA GINA Srl CHARTER OF VALUES

1. Our Identity

Founded in **1980** through the union of three families, Maglieria Gina is an Italian manufacturing company with **almost half a century of history** in the circular knitting sector. Our registered office in Busto Arsizio and our operational headquarters in Dairago reflect our strong connection to the local area and our commitment to preserving **authentic Made in Italy** production.

Our Mission: To create innovative fabrics developed in partnership with customers, ensuring strategic and operational choices that are sustainable from an economic, social, and environmental perspective.

2. Manufacturing Excellence and Innovation

Quality is not an achievement, but a continuous process that guides every stage of our production, from raw material to finished product.

- **Traceability and Control:** thanks to the integration of Business Intelligence systems and an advanced management system, we guarantee total lot traceability, ensuring transparency and reliability throughout the entire supply chain. We are committed to manage any product non-conformities promptly and with the maximum professional integrity.
- **Research and Development:** we constantly evolve our historical know-how to embrace new challenges. Starting from our specialization in underwear fabrics, we have expanded our expertise to include fabrics for shirts, jackets, and trousers, while also focusing on niche markets such as technical protective fabrics for the motor racing sector.



- **Ecodesign:** we design seasonless and multifunctional fabrics, optimizing resources and minimize waste through a versatile and durable product vision.

3. Environmental Sustainability

We believe in a future in which textile production is in harmony with the planet.

- **Clean Energy:** we actively invest in the energy transition; Our On-site photovoltaic system covers more than 21% of the company's energy needs.
- **Responsible Resource Management:** We rigorously monitor our environmental footprint (Scope 1, 2, and 3) and ensure that more than **50% of our non-hazardous waste** is recovered through authorized recyclers.
- **Guarantee Certifications:** we operate in compliance with the strictest international standards, including **Oeko-Tex** and **GRS (Global Recycled Standard)**, in order to offer safe and low-impact products.

4. Value for People and Social Responsibility

People are the foundation of our success. Maglieria Gina is committed to creating a safe, fair, and stimulating working environment for its **workforce**.

- **Inclusion and Respect:** we promote a corporate culture based on non-discrimination regarding gender, age, or nationality. We value talent in all its forms, guaranteeing contractual stability (with almost all personnels on permanent contracts).
- **Well-being and Welfare:** we place our team's health first. We provide access to integrative healthcare funds and promote work-life balance.
- **Workplace Safety:** we guarantee excellent safety standards, supported by continuous training and constant risk monitoring in compliance with current regulations.
- **Commitment to the Community:** we actively contribute to the well-being of our local area through donations to local schools and support for first aid initiatives.



5. Ethics and Integrity of the Supply Chain

Integrity guides every one of our business relationships. Transparency and fairness are the pillars on which we build trust with stakeholders, customers, and suppliers.

- **Solidity and Transparency:** we maintain solid and transparent financial management, supported by accessible financial statement and ESG ratings that monitor our environmental and social performance.
- **Valuable Partnerships:** we collaborate with suppliers who share our ethical standards. We prioritize partners who adhere to REACH regulations and national collective labor agreements, promoting the principles of a qualified, short supply chain.
- **Commitment to Ethical Movements:** we share the values of the **Slow Fiber** movement, committing ourselves in promoting textiles that are “beautiful, good, healthy, fair, clean, and durable” for everyone.

6. Commitment for Suppliers and Partners

The suppliers and partners of Maglieria Gina Srl, by establishing and maintaining the business relationship, declare that they are aware of, share, and undertake to comply with the principles and values expressed in this Charter of Values, operating in accordance with the standards defined above.

Together for sustainable Italian excellence

Company Name: _____

Date: _____ Stamp and Signature: _____