



# UN Global Compact

Communication On Progress 2020



COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

# Our Statement of Continued Support FY 2020/21

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The biggest sustainability challenge for Klopman International Srl in 2020 has been in responding to the pandemia and I am proud the way the company responded rapidly and proactively in a way that is true to its fundamental values.

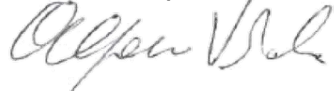
We faced the health emergency , and we put great efforts and energy into our work by strengthening the spirit of collaboration in our people.

We are pleased to confirm that Klopman International Srl affirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

We are constantly involved in collaborative projects, integrating the Sustainable Development Goals of the United Nations into all our activities, aiming to enhance and to build a future of sustainable growth.

With this Communication on Progress, we describe our actions to continually improve the integration of the Global Compact UN and its principles into our business strategy, culture and daily operations.  
We also commit to sharing this information with our stakeholders using our primary channels of communication.

Alfonso Verdoliva  
CEO of Klopman International Srl

A handwritten signature in black ink, appearing to read "Alfonso Verdoliva".

# Company overview



We understand the role our products play in the markets we serve, as well as the impact that the **manufacturing, distribution, and processing** of our products can have on the environment.

We have a longstanding commitment to conduct **business responsibly, built on trust, transparency and integrity.**

These values are reflected in **our approach to sustainability**, as evidenced by our commitment to operating all elements of our business in a manner that advantageously serves the needs and expectations of future generations to live with clean water and air, responsibly managed forests and oceans, and a habitable climate.

**Responsible sourcing, occupational health and safety, environmental management, anti-corruption, human rights and other areas are covered by various Klopman policies, directives and processes.**

Since the company began in 1967, Klopman International has been committed to producing high-performance fabrics to guarantee protection, comfort and durability to its wearers.



# Company overview



**Klopman is actively involved in the production process**, from selection of the raw material through spinning, weaving, dyeing and finishing, to ensure the best quality at every stage. Our goal is to always deliver ultimate satisfaction to all our customers.

Our fabrics, produced in **over 500 different styles and 650 active colours**, can also be custom-developed according to customer requests. They 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.

**Klopman produces poly/cotton fabrics and cotton-rich fabrics with additional characteristics to be chosen such as antibacterial, antistatic, water and oil repellent, stain removal and flame-retardant.**

For the PPE market Klopman is using inherent flame retardant fibres, fibres for better comfort, high visibility function in the high demanding PPE market. We work with well-known partners for the fibres, dyestuff and chemicals to make their fibres and finishes available on our fabrics and our company one of the world's most respected textile producers. We also offer laminated and softshell solutions in our collection.

# Klopman International

Klopman is proud to announce a step forward within its commitment to sustainable growth by joining - as signatory - the **UN Global Compact** to integrate the **Sustainable Development Goals (SDG's)** into our core business and performance management.

In this way we are determined to drive environmental and social improvement in line with business growth, addressing global challenges and delivering deeper value to our stakeholders.

## Human Rights

3 GOOD HEALTH AND WELL-BEING



5 GENDER EQUALITY



## Labour

8 DECENT WORK AND ECONOMIC GROWTH



## Environment

13 CLIMATE ACTION



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



## Anti Corruption

17 PARTNERSHIPS FOR THE GOALS



# Our actions to promote human rights

## Principle 1

Business should support  
and respect the protection  
of internationally proclaimed  
human rights

## Principle 2

Business should ensure that  
they are not complicit in  
human rights abuses



**Our human rights obligation is particularly evident in our management approach.**

In our **Code of Conduct** we commit ourselves to respecting human rights in all our actions and activities.

Klopman upholds and promotes human rights in every context in which it operates, by creating equal opportunities for its people and fair treatment for all - regardless of race, nationality, political creed, religion, gender, age, minority status, disability, sexual orientation, personal or social condition – and always respecting the dignity of each individual and each employee.

Klopman has its own Code of Ethics which covers respect for Human Rights and applies to all our employees as well as to external stakeholders to ensure we respect fundamental human rights in every country. This helps to create a control environment ensuring that our business activities are always based on the principles of fairness and transparency and reducing the risk of the crimes mentioned in Italian Legislative Decree 231/2001.

Klopman offers equal opportunities, ensuring fair treatment on the basis of individual expertise and abilities, and hiring people under legal employment contracts, mainly on an open-ended basis, in accordance with laws, national labour agreements, company agreements and current regulations.

For our employees we have offered in addition to the existing wellness projects and welfare plan an additional COVID Insurance plan, promoted smart working and have taken specific activities to reduce the risk of infection in the workplace.

## Principle 1

Business should support and respect the protection of internationally proclaimed human rights

## Principle 2

Business should ensure that they are not complicit in human rights abuses



# Measurements of the outcomes

Over the period considered Klopman has not been involved in any trial for Human Rights violation.

Update existing Code of Conduct and Code of Ethics in progress.

Fair treatment for all regardless of race, gender, age, sexual orientation, union membership or political affiliation.

Revision and update of the Organizational Model ex Italian Legislative Decree 231/2001. Provide additional training hours to staff members to ensure the implementation of the required measures.

Employer growth strategy, training and awareness programs on Human Rights is an ongoing process.

We will continue to have a strong health program focused on the pandemic and protecting people from it.



# Our actions to promote Labour practices

## Principle 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining

## Principle 4

Business should support the elimination of all forms of forced and compulsory labour

## Principle 5

Business should support the effective abolition of child labour

## Principle 6

Business should support the elimination of discrimination in respect to employment and occupation



**Our people are the key to our success**, and our achievements are a result of their engagement and commitment.

Offering good working conditions and keeping our people safe, healthy and engaged is always a top priority. Klopman fully complies to the principles set in Italian Legislative Decree 81/2008 on prevention and surveillance of a healthy and safe workplace to all workers.

Within this framework we have our own Risks Assessment document.

Commitment to protect the health and safety of all workers are guaranteed also through the high safety standards according to **UNI EN ISO 45001**. H&S regulations require also to provide training on H&S procedures to all employees.

Our 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.

**Due to the COVID pandemic situation that has affected the world during 2020, we have taken the safety issue on the workplace even more seriously.**

In addition to encouraging smart work Klopman has ensured access to the offices and to the plant in total safety and offered all the personal protective equipment in line with the existing national dispositions.

Our offices are provided with hand sanitizing gel at the entrance and in each area of the plant. We have also distributed masks to all personnel made up with Klopman fabrics compliant to legal requirements. Safety distance between each workstation is guaranteed and instructions to be followed were distributed to all.

**Klopman does not allow and does not tolerate employment situations that violate current regulations on child, women and immigrant labour.** This also applies to its external contractors, suppliers and business partners.

In fact, we comply with minimum age standards and national collective labour agreement in each country where our staff is employed.

Furthermore, all colleagues - regardless of their position, nationality, gender, age - are equally treated and supported by the executives.

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## Measurements of the outcomes

- Klopman International has not been involved in any trial regarding violations of Labour Rights
- During the period considered there have been no complaints from employees regarding violations of Labour Rights
- Klopman has an Integrated Quality Management System that meets the requirements of the ISO standard 9001:2015, ISO 14001:2015 and ISO 45001. This IQMS provides a framework, a set of procedures, standard documents and a monitoring system for a proper and effective management of work processes in full respect of all applicable laws and international standards.

- Periodical compliant audits are carried out by external bodies

- Internal audits are carried out and we have increased the number to monitor internal safety, to prevent and reduce work related accidents

- We work actively to address Labour rights across our supply chain; update of the supplier questionnaire is in progress

- Health emergency is managed with great care implementing all protocol-related activities to protect the health and safety of workers from possible contagion and ensure a healthy environment.



## Principle 7

Business should support a precautionary approach to environmental challenges

## Principle 8

Business should undertake initiatives to promote greater environmental responsibility

## Principle 9

Business should encourage the development and diffusion of environmentally friendly technologies



# Our actions to promote Environmental principles

**Responsible environmental stewardship helps to create a healthy and sustainable planet.**

Dealing responsibly with people and the environment has become a key factor in doing business successfully.

Klopman have learned how important it is to make it clear and transparent to any interested audience that we take our corporate responsibility seriously. We carry out all activities in compliance with strict environmental criteria in accordance with the principles undertaken in our environmental policy.

**Environmental issues are increasingly shaping the context of our business.** The cost, availability, utilization and management of energy and water, and the use of chemicals in the manufacturing and processing of our products all have implications for operations throughout the value chain from the cotton farmer through the end user.

**Our aim each year is to assess our impact on these issues and 2020 clearly represents for Klopman a milestone to environmental sustainability and energy innovation.**

Day by day, we look at our manufacturing practices, product life cycle and supply chain to assess our net impacts and what we can do to reduce them. This has led us to seek even **greater efficiencies** and develop entirely new technologies to avoid using harmful materials altogether.

Klopman has always devoted ongoing attention to research and development in order to identify and create innovative technical solutions and develop products of the very highest quality, safety and environmental standards.

The new **Greenwear Range** is based on environmentally-friendly products fostering our commitment to quality and safety of the wearers by operating sustainably and responsibly.

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# Our actions to promote Environmental principles

Our approach is to integrate **environmental strategy** into core operations. Therefore we focus our efforts on the continuous improvement of the environmental performance of our operations, developing products with a positive environmental record, and working with our customers to ensure that these benefits are communicated to the end user.

In doing so we expect to reduce our emissions, despite our continued growth.

Such attention to detail and commitment has helped our manufacturing facilities to achieve Level 3 (the highest one) in STeP by Oeko-Tex® certification and reconfirm the ISO 14001 certificate.

Climate Change is one of the major challenges of our time. **We believe that we all have a responsibility to meet climate change challenges.** We want to be as climate smart as possible by optimizing energy efficiency and reducing CO2 emissions.

**Waste management is a key strategy to ensure Klopman operates as a responsible corporate citizen.**

We are striving for a goal of zero waste to landfill. This goal will guide the conduct of our manufacturing operations, the development of new products and our interaction with our suppliers and customers.

**Recycling of materials is an integral part of this ongoing effort.**



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# Measurements of outcomes (1)

Improve education and awareness to integrate climate change measures into company policies, strategies and planning.

Finalized calculation of company carbon footprint. Target to be compliant with EU strategy reducing carbon footprint by 50% until 2030 and being carbon neutral in 2050

Finalized product carbon footprint calculation to target best solutions with lowest environmental impact within supply chain

Internal energy management system working to continuously improve our CO2 strategy.

Research and investments in energy-efficient equipment and energy reduction

New power station to reduce GHG emissions.

Circular economy studies in progress

Integrating from cradle to gate (fibre to fabric)

ISO 14001 certificate

STeP by Oeko-Tex® certification with ZDHC, Made in Green by Oeko-Tex®



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# Measurements of outcomes (2)

Zero waste to landfill in progress. Goal is set for 2025

Extended use of certified FSC paper to all our marketing material to ensure paper is coming from a responsible source and that forestry practices are taking place.

Completely recycled materials for Klopman packaging

Greenwear range has lead to an increase of sustainable fibres based on cotton and recycled polyester with the target to reach the transformation of 10 mio plastic bottles/year featuring into our workwear fabric by 2023

## Principle 10

Business should work against corruption in all its forms, including extortion and bribery.



# Our actions to promote the Anti-Corruption principles

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**.

Being ethical is about doing the right thing. This means respecting human rights, taking a clear stance against corruption and embracing diversity and inclusion. It also means, of course, respecting the laws and regulations wherever we operate and paying taxes accordingly.

Klopman has adopted an organizational model ex Italian Legislative Decree 231/2001 on a voluntary basis. This organizational, 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 anti-corruption legislation, recognised worldwide.** The decree establishes the responsibility of corporations, in addition to individual responsibility, for corruptive action or attempts and related crimes. We interact with millions of people across various countries and cultures. Whether you are a customer, colleague, business partner or any other stakeholder, we believe that mutual respect, integrity, transparency and honesty are essential to our business.

As a requirement for participation in public tenders, Klopman is required to provide certifications attesting the absence of professional and criminal records and subject to checks done via the **National Anti-corruption Authority (ANAC)**.

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.

We work actively to address human rights across our supply chain, where our zero-tolerance approach to bribery and corruption is equally applicable. Our approach to responsible sourcing goes beyond monitoring to engage our suppliers in continuous improvement.

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Business should work against corruption in all its forms, including extortion and bribery.



# Measurements of outcomes

Zero number of complaints in relation to the application of the ex Italian Legislative Decree 231/2001

Zero number of penalties due to violations of the Code of Ethics regarding corruption

Increased attention of the top and middle management to corruption risks and preventive actions.

Training on update of the ex Italian Legislative Decree 231/2001

Social auditing of suppliers through a dedicated platform is under evaluation





# Thank you



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