COMPANY POLICY

CPA S.R.L.

CPA S.r.l. is a company active in the fashion and apparel sector, committed to combining creativity, quality, and sustainability. We operate with the awareness that every stage of the production cycle, from design to distribution, has an impact on the environment, the health and safety of workers, people, and society. For this reason, we have chosen to adopt an integrated policy that embraces the fundamental principles of environmental protection, occupational health and safety, and corporate ethics, with a strong focus on gender equality and inclusion. In our sector, social responsibility is not just a duty, but a strategic choice that reflects the values of our corporate identity. We produce garments designed to last, while respecting the people who make them and the environment in which we live.
We are convinced that truly innovative fashion must also be ethical, sustainable, and inclusive. For this reason, we strive daily to improve our production processes, ensure safe working environments, and value diversity in all its forms.
This policy represents our commitment to our customers, employees, suppliers, and the communities in which we operate.
The Management of CPA S.r.l. therefore considers it of fundamental importance to manage its activities with a view to a continuous commitment to complying with the principles regarding health and safety in the workplace, environmental protection, and the promotion of its human resources and their rights. To pursue these principles, the Management of CPA S.r.l. commits to respecting the following principles:

ENVIRONMENT

Prevent pollution and reduce the environmental impact of our activities;
Promote energy savings and the use of renewable sources;
Improve efficiency in waste management, promoting recycling and reuse;
Raise awareness among staff and suppliers about the importance of environmental sustainability;
Comply with all current environmental regulations and promote continuous improvement.

OCCUPATIONAL HEALTH AND SAFETY

Ensure a safe and healthy working environment for all workers;
Assess, prevent, and reduce risks related to company activities;
Constantly train staff on safety and health in the workplace;
Reduce the risk of accidents;
Promote a culture of prevention and well-being at work;
Comply with all current regulations and promote continuous improvement;
Consult and involve our workers and their representatives.

ETHICS AND SOCIAL RESPONSIBILITY POLICY

Act with integrity, transparency, and responsibility in all internal and external relationships;
Combat any form of corruption, discrimination, or abuse;
Promote respect for human rights and labor regulations;
Value the contribution of all employees and stakeholders by adopting inclusive and fair practices.

POLICY FOR GENDER EQUALITY AND INCLUSION

Promote gender equality at every stage of professional life: access, training, career, and remuneration;
Combat any form of discrimination based on gender, sexual orientation, ethnicity, age, or personal status;
Foster work-life balance, including through flexibility tools and support for parenthood;
Equitably represent women and men in decision-making and management roles;
Raise awareness and train staff on diversity and inclusion issues.

Through its management system, the Company Management ensures the pursuit of the commitments set out in this policy, in line with the logic of continuous improvement.