



# Ratti Group

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## Sustainability report

Abstract - 2023

# Letter from the Chairman

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Ratti is a "green factory": nature is a daily experience linked to beauty. Both these aspects interact with the world of work. Over the years we have sought to improve our relationship with the environment by investing in technology, and by using sustainable materials and green energy.

The desire to reduce waste (including that of time) is ever stronger and is increasingly shared. Young people want to build a future in which care for nature is central. This is a significant and recent factor. It is in stark contrast to the contradictions and confusion seen in the approach adopted to models of change. Everybody condemns waste, but everybody also has a different approach – one which is permeated by the culture of each region.

Reducing waste and implementing circularity are requirements that are being expressed more and more often. Making progress in the area of sustainability is a matter not just for individual companies – it concerns the Company in its entirety. It requires a new mindset as well as new social and organisational models. Ratti is actively engaged in this project to change and is aware of its social value. It is important – and part of our everyday lives – to remain aware of the value of this project as well as the pleasure of participating actively.

Donatella Ratti

# Letter from the CEO

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Over the last year the European Commission has launched a consultation with national and international trade associations. This regards the Strategy for Sustainable and Circular Textiles and sets out the Fashion of the Future. At the time of writing 16 EU initiatives are under way. This represents a significant change to the regulation of environmental and social issues, and it is hoped it could reduce the multiplicity and fragmentation of standards and voluntary frames of reference. The strategy adopted by Ratti (which publishes its report in accordance with 2017 GRI standards) is ready to adapt to the changes that will be introduced by the CSRD (Corporate Sustainability Reporting Directive) and the ESRS (European Sustainability Reporting Standards). The Company operates on the basis of improving its environmental and social performance, along with the sustainable and circular innovation of products, processes and services. In such an environment the new reference paradigm is the transition from an economy of abundance to an economy of sufficiency.

Here irresponsibility is banned, the environment is central, circularity is an imperative and resources must be managed with prudence and in the most efficient way possible. Ratti S.p.A. SB boasts a solid and mature architecture of responsible governance, which culminated in 2022 with the Company's transformation into a Benefit Company. In this environment, in the years to come action will be focused on maintaining and developing a consolidated system. Corporate welfare will develop by paying constant attention to the needs and characteristics of the workforce. A positive contribution to the community, consisting of donations as well as contributions to social and cultural initiatives, will be enriched by joint projects with institutions, the world of research and other associations. Ratti S.p.A. SB – a ZDHC signatory, ISO 14001, ISO 50001 and ISO 9001 certified, and a green energy user – will continue to offer sustainable and circular materials. It will also continue to seek improvements in its own environmental and social performance, widening this out to its supply chain.

Sergio Tamborini



WE ARE RATTI

## Who We Are

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Founded in 1945 and listed on the Milan Stock Exchange, the Ratti Group today represents excellence in the world panorama of textile production. Specialising in the creation of high-quality fabrics and accessories such as printed, plain, yarn-dyed and jacquard, the company caters to the vast universe of fashion, design and home furnishings. The secret of its success lies in its ability to fuse craftsmanship, rooted in a tradition of excellence, with a production process that embraces creativity, innovation and high technology, extending its expertise well beyond the silk processing, towards natural fibres, composite and technological fibres.



Ratti

## Mission and Vision

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The company considers its mission to constantly elevate Italian textile culture through creativity, innovation and responsibility.

*"Driven by passion, it aims to dominate the new frontiers of textile applications and consolidate its leadership to turn ideas into reality."*

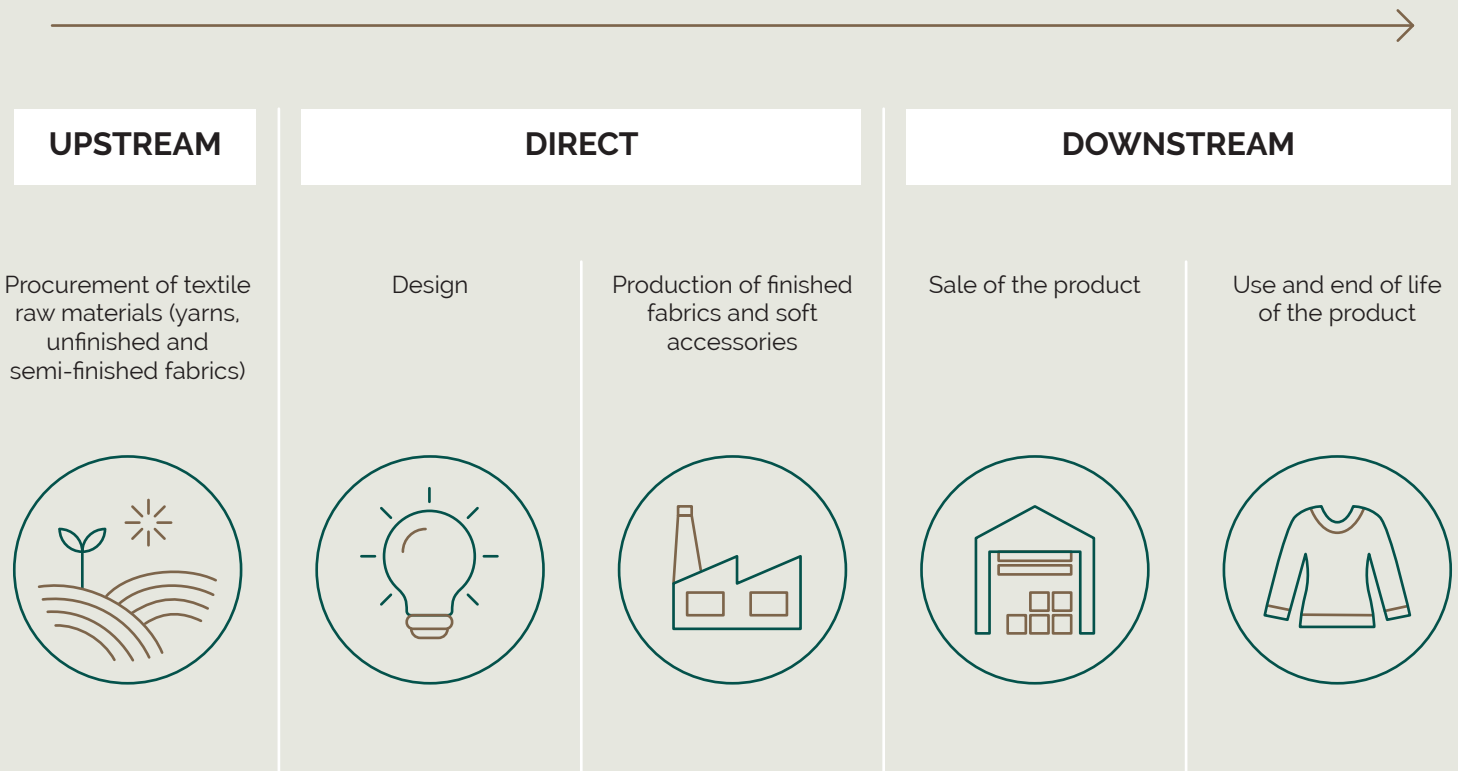
*Sergio Tamborini*



# The value chain

Ratti manages and controls the entire production chain: from the actual creative phase, which involves the drawing and design of fabrics, through to finishing (weaving, dyeing, printing and finishing) and hemming.

The focus on sustainability is, however, pervasive throughout the entire Ratti value chain, from upstream to downstream, to use and product's end of life, passing through all stages of design, production, sales and distribution.



# Milestones

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Antonio Ratti founded "**Tessitura Serica Antonio Ratti**" in Como.

1945

**Ratti USA Inc.** was established in **New York**.

1973

Ratti was listed on the **Milan Stock Exchange**.

1989

Ratti acquired **Creomoda S.a.r.l.**, a textile accessory manufacturing company in **Tunisia**.

1992

1958

Ratti inaugurated the **Guanzate facility for integrated silk processing**.

1985

**The Antonio Ratti Foundation** was created to promote initiatives, research, and studies in textiles.

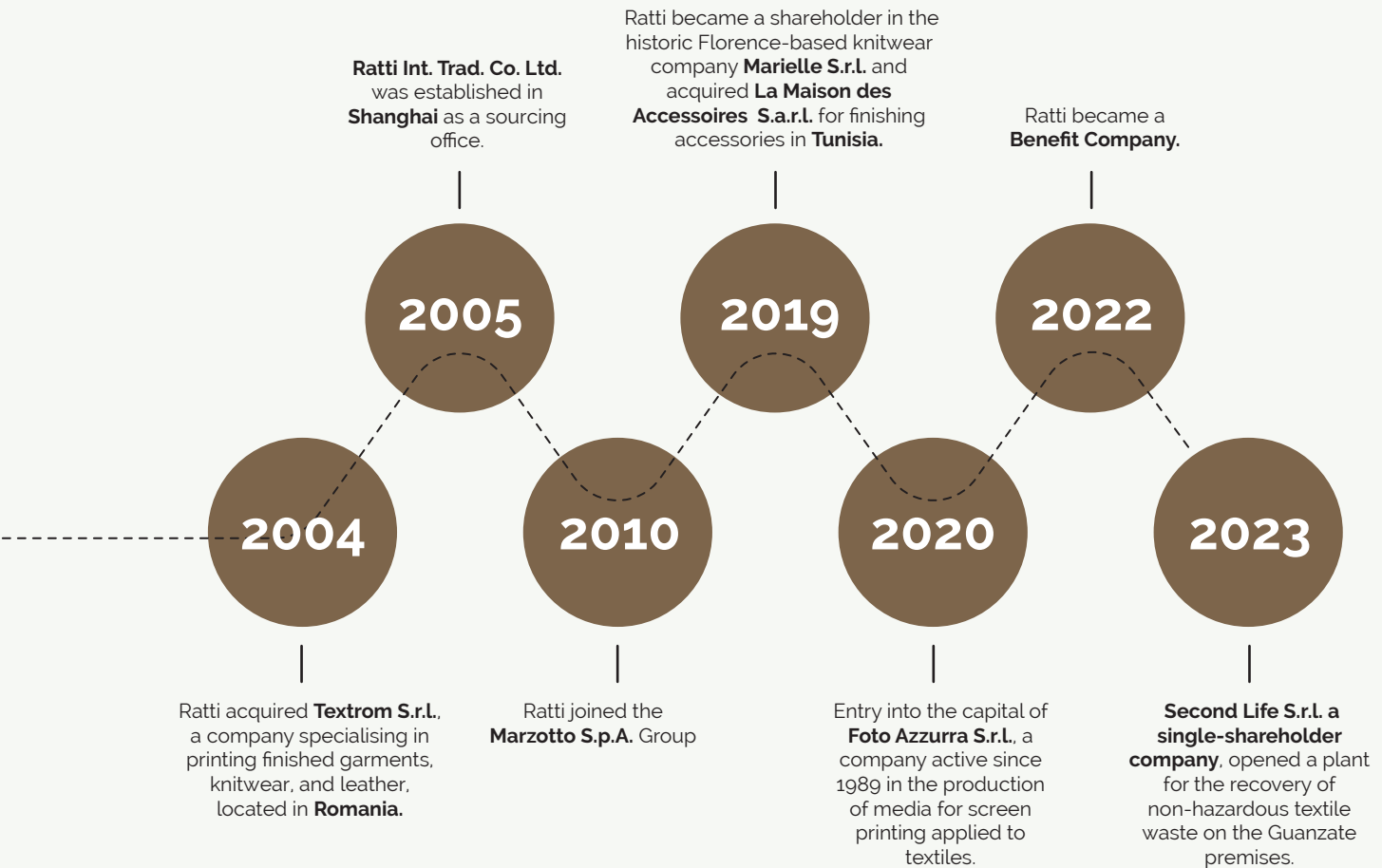
1991

**Carnet** became part of Ratti, focusing on ateliers, young designers and tailor-made specialists.

1995

The **Antonio Ratti Textile Center** opened at the Metropolitan Museum of Art in **New York**, serving as a state-of-the-art textile study and conservation facility.

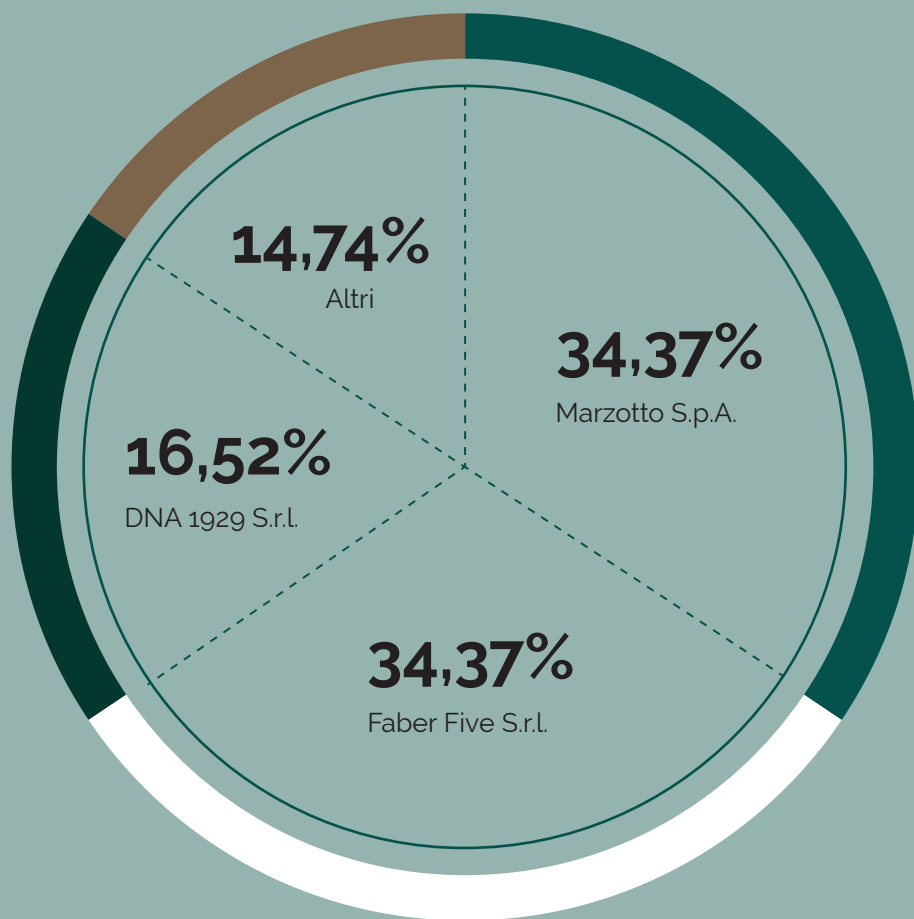




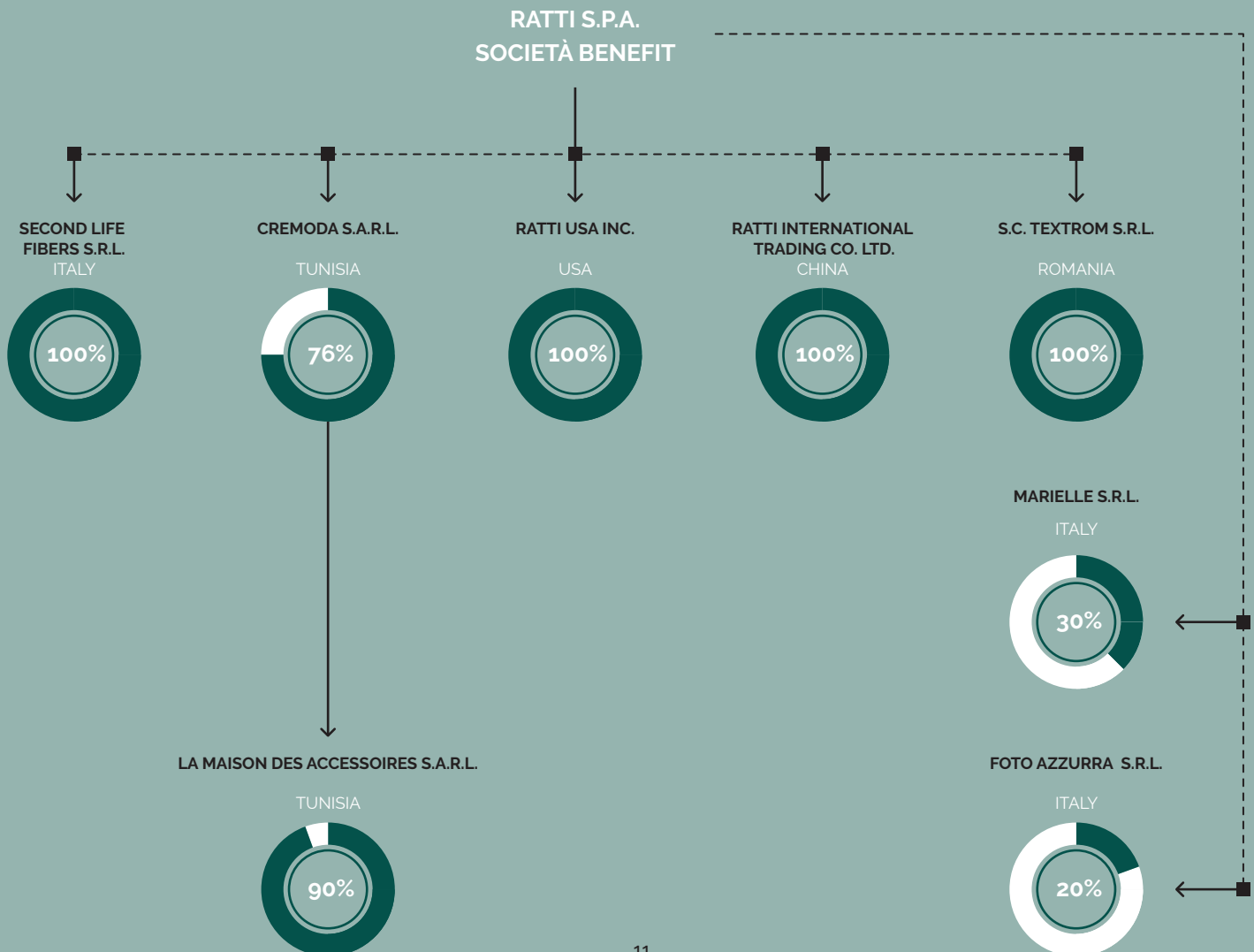
## Shareholders

At 31 December 2023, Ratti S.p.A. SB is owned jointly by Marzotto S.p.A. and Faber Five S.r.l. They each hold a 34.37% stake.

Donatella Ratti (DNA 1929 S.r.l.) holds 16.52% of the share capital, while the remaining 14.74% is held by other shareholders.



# Corporate structure



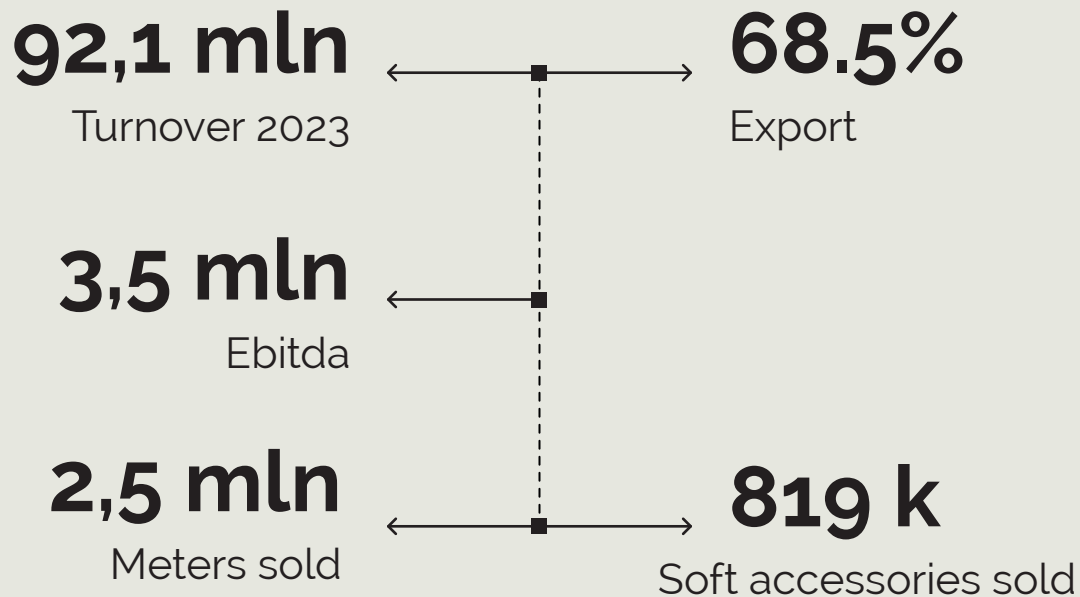
A close-up photograph of a hand holding a black pen, poised to write on a document. The image is overlaid with a semi-transparent teal color. The text 'OUR KEY NUMBERS' is centered in white, uppercase letters.

# OUR KEY NUMBERS

# Economic Indicators

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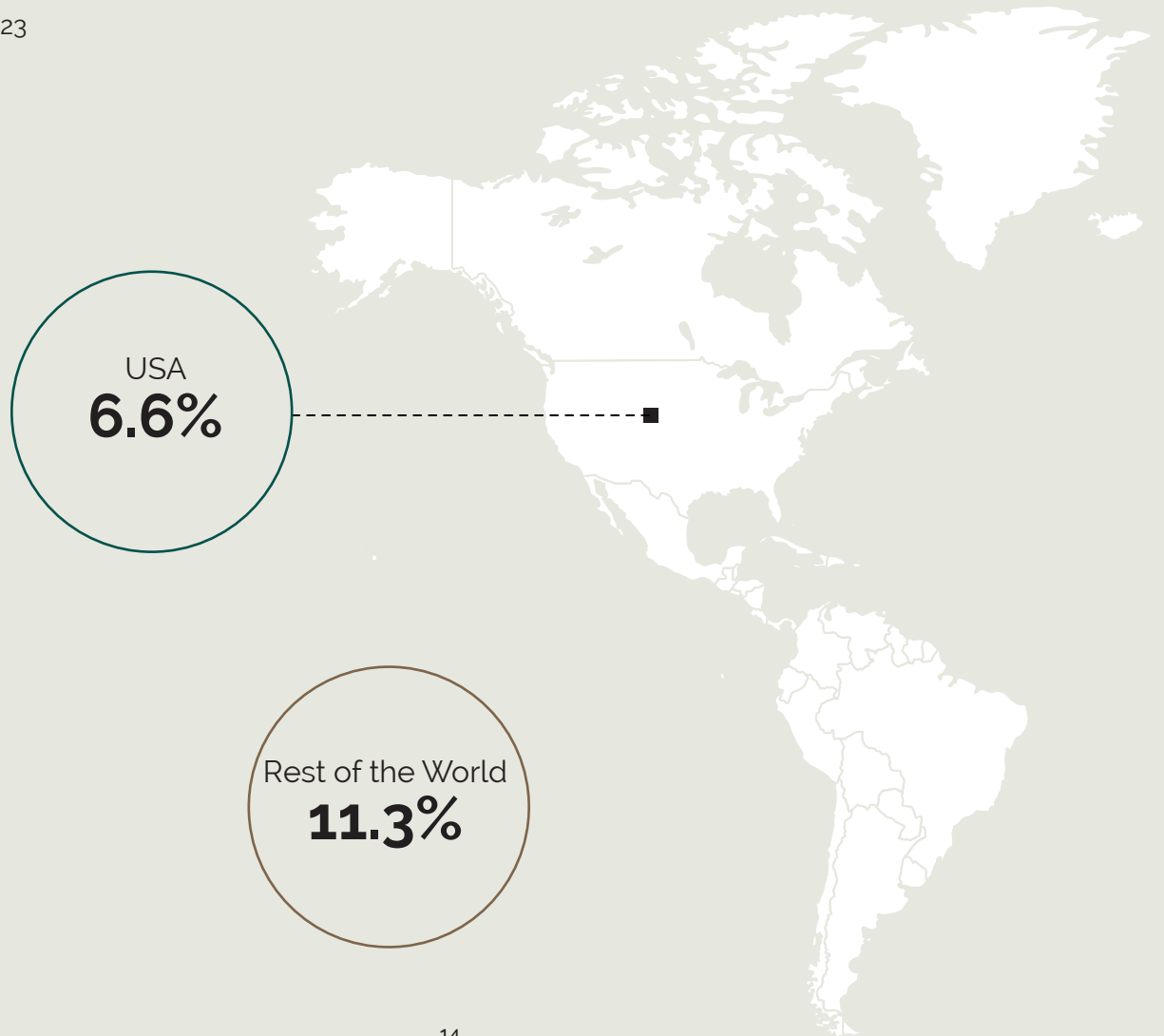
The increase in Group revenue of 3.97% from 2022 is mainly due to a change in mix towards products with a higher selling price.

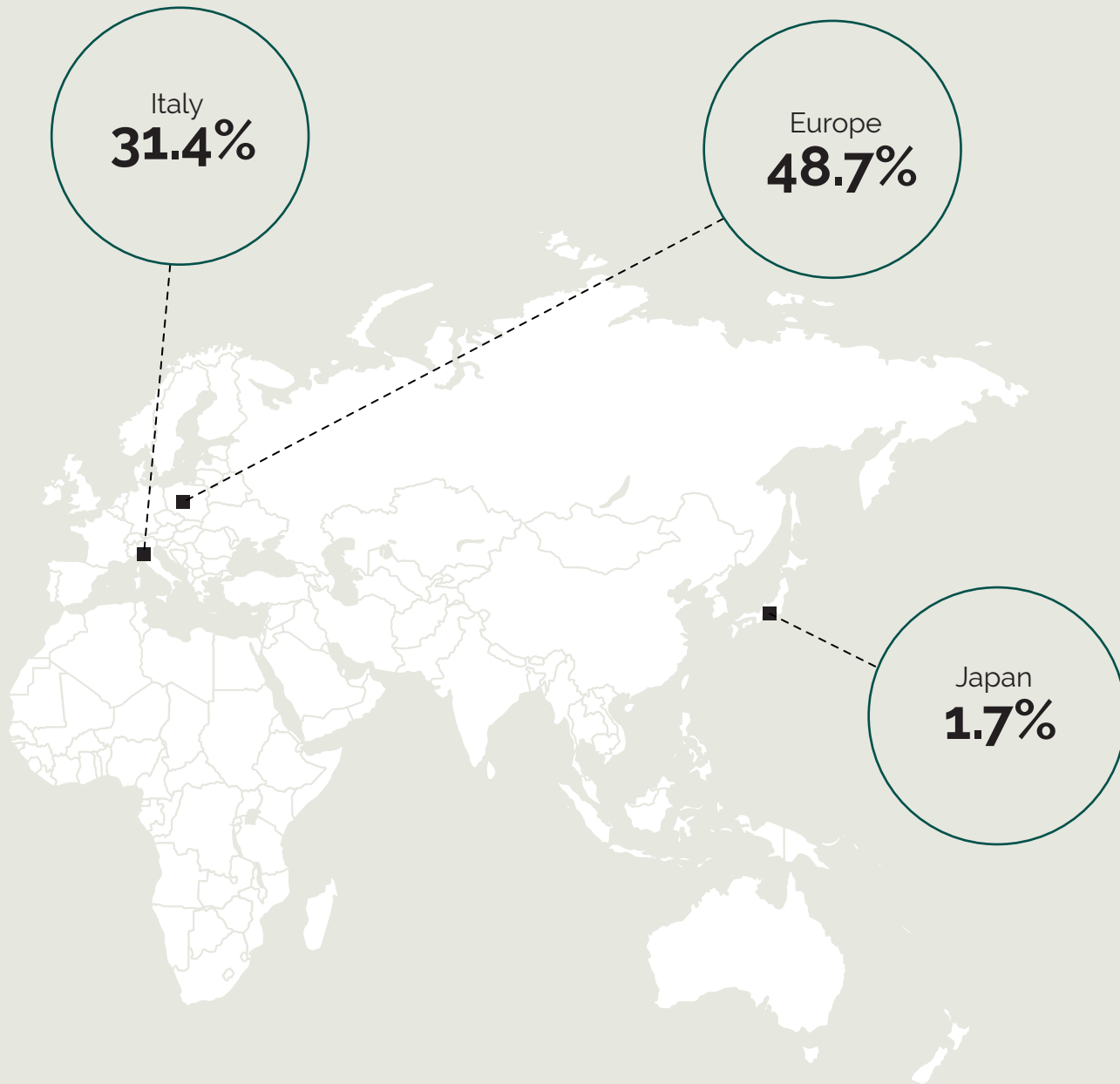


# Geographical turnover

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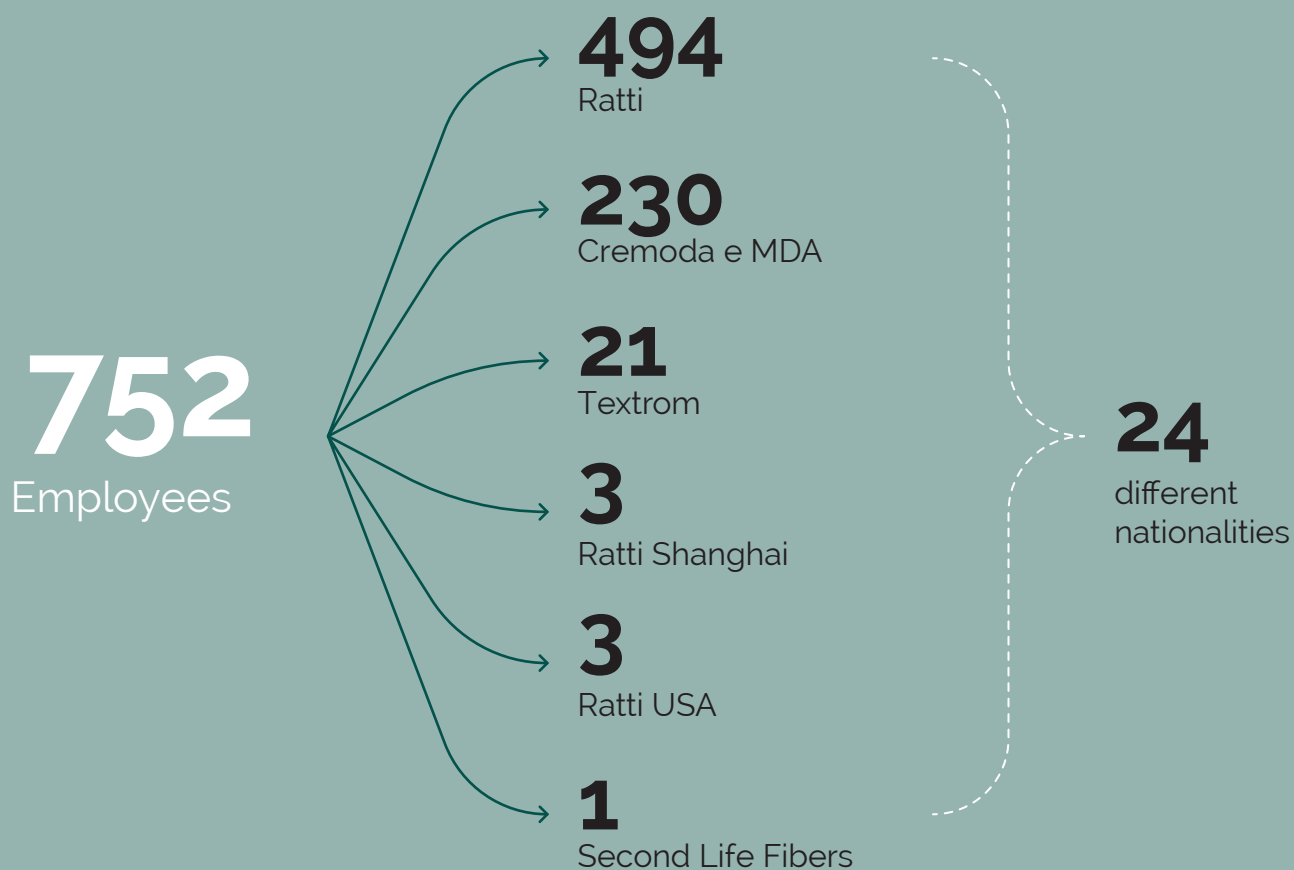
Data at 31/12/2023





## Team Ratti

At 31 December 2023, the Ratti Group had 752 employees, the majority of whom were women (67.3%). This has long been a characteristic of the sector. A comparison with 2022 shows an overall increase in the workforce at Group level of 3%, which is mainly owing to an increase in resources at the Tunisian plants.





95.48% of employees are full time while 4.52% are part time – an option chosen mainly by female employees in order to enhance work-life balance.

Between 2022 and 2023, there is an increase in the number of younger employees, under the age of 30, from 23.07% to 25.29%, with a particular increase in the Italian location.

## Team Ratti





# OUR PRODUCTS AND SERVICES

## Business areas

Ratti manufactures and distributes fabrics and finished product internationally: from clothing to furnishing, from soft accessories to home décor. Ratti pursues the highest level of quality in its creations as an expression of Made in Italy,

always aiming higher thanks to the savoir-faire of artisans and talented designers, with particular attention to care and detail.

**Ratti works with the most important luxury and prêt-à-porter and design brands worldwide.**

BRAND	MARKET	CATEGORY	PRODUCTS
	High-end	Clothing	Fabrics Leather embellishment
		Soft accessories	Fabrics Soft accessories Leather embellishment
		Home furnishing	Fabrics Home accessories Leather embellishment
CARNET	Made-to-measure	Clothing	Fabrics
RAINBOW	Premium	Clothing	Fabrics

Ratti

## Clothing fabrics

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Ratti offers printed, jacquard, yarn-dyed and plain fabrics created using multiple technologies to give designers and stylists the opportunity to create complete collections for the high-end market.

During the creation process, new fabric designs are presented to customers on a monthly basis. This way, Ratti ensures an offer that is up-to-date with current trends, proposing innovative solutions and providing a bespoke service.

Ratti's creative and production teams are actively involved in the creation of capsule collections arising from the pondered balance between synergistic customer dialogue and quick production times.



## Soft accessories

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Ratti creates printed, plain, jacquard, yarn-dyed and knitted soft accessories for women and men: squares, shawls, stoles, scarves, ties, pocket squares and hats. Each accessory is the result of experience and research, creating a unique and stylish item.

Special care is also dedicated to the hemming and edging of accessories: a combination of expertise and sartorial attention to detail that ensures a complete and integrated manufacturing process, down to the very last step.



Ratti

## Home furnishing

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Ratti creates and produces textiles and accessories for interior furnishing and design: upholstery fabrics, curtains and home accessories (living, table, bedroom and bathroom).

The company specialises in supplies for the hotel industry, thanks to its range of technical fabrics that meet regulations and satisfy the most refined expectations.

The HOME collection offers a wide range of designs and bases: the result of tradition and constant dialogue with the world of design, where experimentation and attention to detail are woven into every single creation for textile publishers, global wholesalers and contract work.



## Licensing

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The Ratti Group has entered into agreements for the production and distribution under licence with leading global fashion brands such as Elie Saab, Givenchy, Lanvin, Léonard Paris and Ungaro



Ratti

## Made-To-Measure

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The Carnet division of Ratti embodies the spirit of modern tailoring. Carnet offers an excellent cut-length service for tailors, established and emerging designers, garment makers and service companies.

It offers over 4,000 fabrics in stock, from vibrant colours to eye-catching prints for the creation of tailor-made garments for both men and women.





Our products and services



A man in a dark t-shirt is looking at a computer screen in a dimly lit room. The scene is bathed in a teal or cyan light, creating a modern and focused atmosphere. The man is positioned in the center-right of the frame, looking towards the left. The background shows some blurred architectural elements, possibly a desk or a workstation.

# OUR VALUES

# Three Core Values

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The **historical know-how, creative and industrial capacity** that can transform ideas into textile works of art, offering customers tailor-made, high-quality solutions.

■ -----> **Relevance**

For Ratti, commitment includes **responsibility and sustainability**. The essential care shown to the local district, employees and institutions, and the environment in general. It is an essential value in the achievement of each goal.

■ -----> **Commitment**

The vision, the aptitude to achieve positive change and the **ability to always look ahead**.

■ -----> **Ambition**

# Relevance



# Creativity

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Creativity and design are crucial phases in the overall process, which is why Ratti has always dedicated the utmost attention to enhancing the talent and innovative skill of its designers.

ARCHIVE

PEOPLE

**2500m<sup>2</sup>**

Area

**1mln**

Fabrics and design

**23**

Designers

**800k**

Digital assets

**14k**

Volumes

**52**

Product managers

# Production flows





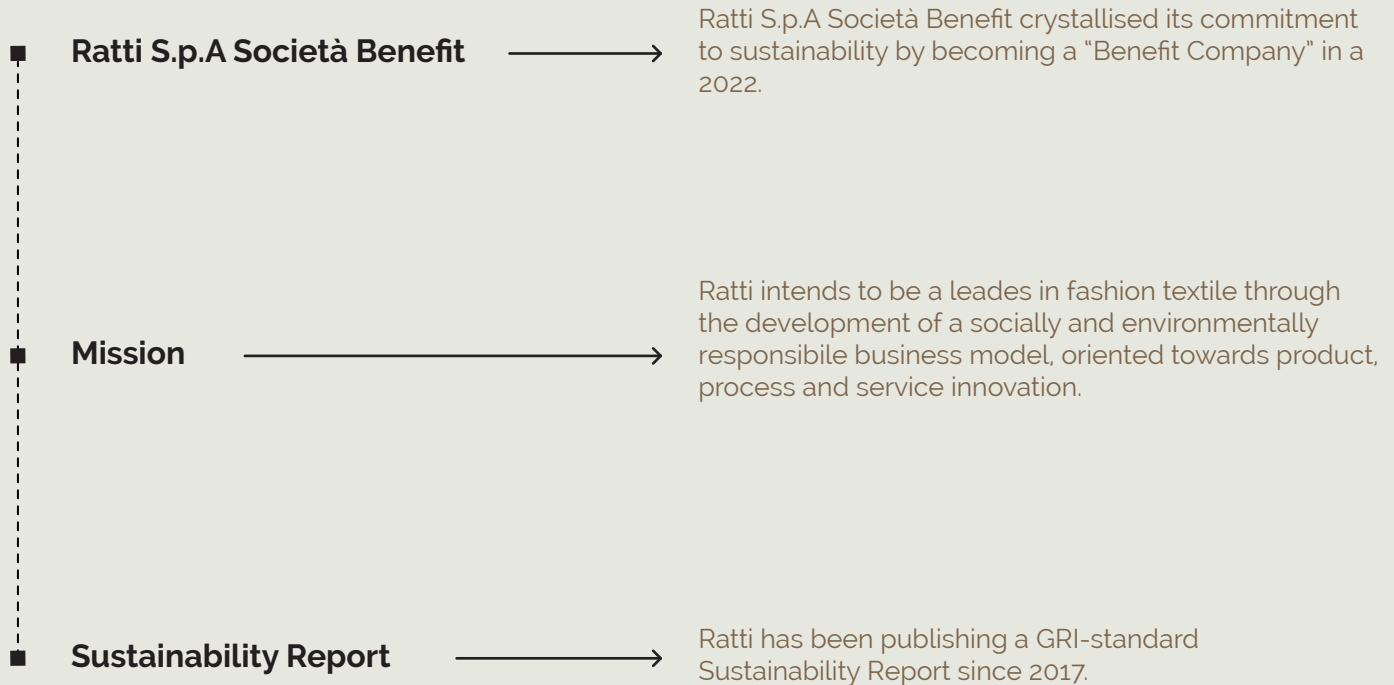
# Commitment





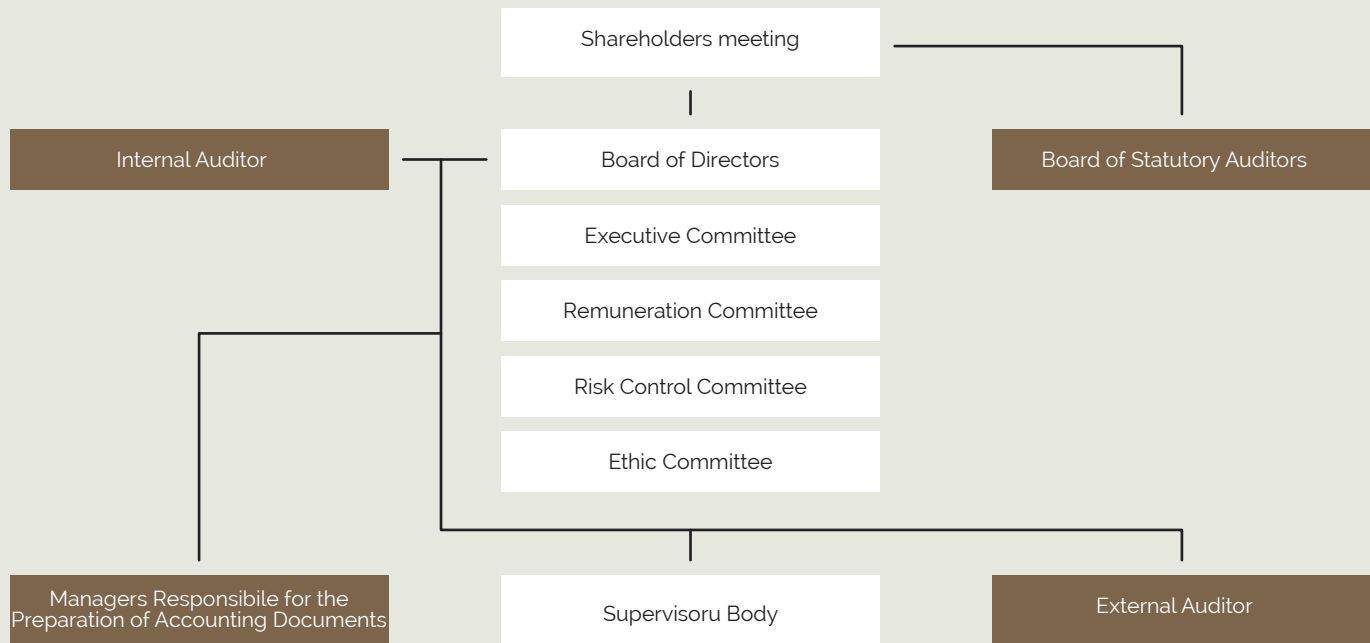
# Our commitment to sustainability

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# Governance

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**Ratti boasts a solid and mature architecture of responsible governance.**

Ratti S.p.A. SB has adopted an organisation, management and control model that complies with Legislative Decree 231.

**The Ratti Group has:**

- A code of ethics
- An anti-corruption policy
- A whistleblowing policy

## Social sustainability

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Ratti pays special attention to the well-being of its employees, providing training programs and welfare benefits. The company also makes a positive contribution through numerous initiatives for the local community.

### Ratti Group:

- offers its staff a package of services and benefits which makes it possible to improve the well-being of all colleagues;
- offers appropriate training plans to its staff;
- guarantees equal opportunities and reduces inequality in the remuneration of its staff;
- commits to preventing and combating all possible situations of exploitation in the workplace, and in particular child labour;
- invests all its efforts in reaching the highest possible standards and company certification, in order to guarantee its staff a working environment which is safe, fair and ethical, and which combats any possible situation of exploitation;
- promotes a working environment which is safe and which protects all workers.

## Social certifications

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### SA8000

Social accountability management system.



### ISO 45001

Management system for health and safety in the workplace.

## Welfare

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Ratti undertakes to promote a work-life balance by offering a series of services dedicated to the well-being of employees at all Group offices.

- Smart working
- Welfare platform
- Sustainability mobility incentives
- Study grants
- Integrative health care
- Psychological support
- Laundry
- Market 0 KM
- Relax area
- Postal service
- Bookstore
- Free transport service for workers in Tunisia and Romania.



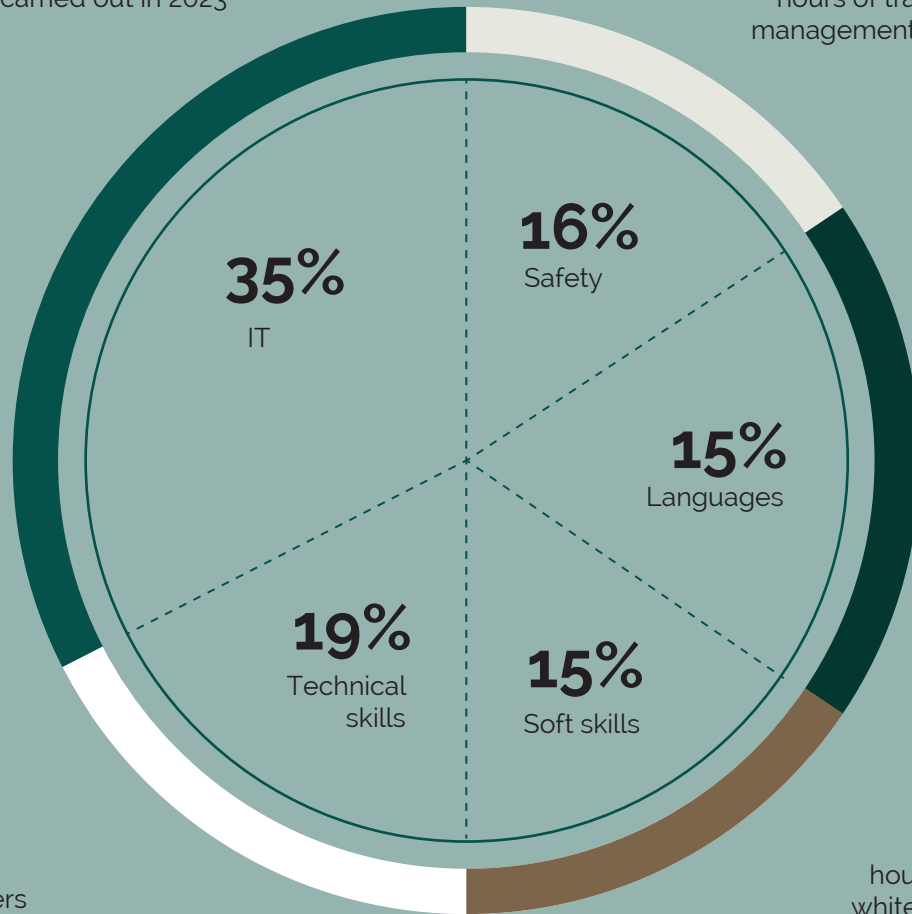
# Training

**9,959**

hours of training are carried out in 2023

**967**

hours of training for middle management and executives



**3,631**

hours of training for blue-collar workers  
+33% compared with 2022

**5,361**

hours of training for white-collar workers  
+ 65% compared with 2022

# Communities

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For the Ratti Group, the social dimension, aimed at people and communities, represents one of the cornerstones of its strategies. Ratti is constantly committed to maintaining solid links with the community, enhancing skills in the region and getting involved in partnership projects. Ratti pays the highest level of attention to relationships with institutions, associations and the individual stakeholders involved in various projects.

## LOCAL

- Collaborations with non-profit organisations
- Collaborations with fashion schools
- Open factory (educational visits)
- Support to Antonio Ratti Foundation
- Contributions to ONLUS social projects
- Donations/sponsorships

## INTERNATIONAL

Partnership agreement with ITC, UN agency, for the development of the **EFI (Ethical Fashion Initiative)** programme. The programme aims to enhance centuries-old traditional textile products in developing countries

## The Antonio Ratti Foundation

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The Antonio Ratti Foundation was born from its founder's desire to share his passion for art and textiles with a wider audience, giving scholars, artists and intellectuals the opportunity to deepen their research, produce new works, and reach the public, critics and institutions.

**40k**  
fabrics

**1500**  
volumes

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The Antonio Ratti Foundation holds the ancient fabrics collected by Antonio Ratti during his lifetime, a collection of over 40,000 pieces and 1,500 sample books which span centuries and cultures, ranging from archaeological fabrics to twentieth-century experiments. Ratti has access to the collection of ancient fabrics preserved at the Antonio Ratti Foundation, from which it can draw inspiration for new collections.



# Environmental Sustainability

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Ratti's environmental strategy aims to reduce its environmental impact and implement a circular business project.

## Ratti Group:

- has implemented an integrated management system;
- commits to mitigating environmental impact in terms of chemical products used, waste generated, energy and water consumed and CO2 emitted;
- uses renewable electricity;
- is orientated towards circular organisation;
- promotes sustainable mobility initiatives for staff.





# The sustainable offer of Ratti

For users in the textile sector, safety depends most of all on conformity of the product with environmental regulations. This is in line with the strategy adopted to develop an integrated management system which ensures that all legal aspects of a company's processes are kept under control. Ratti has undertaken a journey which has enabled it to obtain important production certifications. This allows it to propose a sustainable offer, which is constantly updated to meet the needs of the market and of the client. It consists of certified yarns and fabrics containing organic, recycled and socially responsible products; over 600 articles in various tested and industrialised eco-responsible fibres.

## **Oeko-tex Standard 100**

**FSC** (Forest Stewardship Council) certification

**GOTS** (Global Organic Textile Standard) certification

**GRS** (Global Recycle Standard) certification

**OCS** (Organic Content Standard) certification

**RCS** (Recycled Claim Standard) certification

**RAF** (Responsible Animal Fiber) certification

**European Flax certification** – European line

- GOTS organic silk and OCS silk
- GOTS and OCS organic cotton and recycled GRS cotton
- GOTS organic wool
- GRS recycled wool and RAF responsible wool
- Hemp
- European Flax Linen
- Responsible leather
- Lyocell
- FSC viscose and recycled RCS viscose
- GRS and RCS recycled and organic-based nylon
- Recycled GRS and RCS polyester
- GRS Cupro Bemberg™

# Product certifications

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Certified by ICEA  
ICEA-TX-938



Ratti is RCS certified by ICEA  
ICEA-TX-938  
Only products covered by a valid  
Transaction Certificate are RCS certified.



Ratti is GRS certified by ICEA  
ICEA-TX-938  
Only products covered by a valid  
Transaction Certificate are GRS certified.



Ratti is RAF certified by ICEA  
ICEA-TX-938  
Only products covered by a valid  
Transaction Certificate are RAF certified.



Ratti is OCS certified by ICEA  
ICEA-TX-938  
Only products covered by a valid  
Transaction Certificate are OCS certified.



# Chemicals

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- Ratti S.p.A SB is a ZDHC Signatory



- Ratti S.p.A. SB achieved Level 2 of ZDHC Supplier to Zero programme



LAB N° 2064 L

- The Ratti S.p.A. SB laboratory is accredited for a defined set of tests according to ISO/IEC 17025

# Certifications of enterprise and manufacturing

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- **ISO 14001** (Environmental Management System)



- **ISO 50001** (Energy Management System)



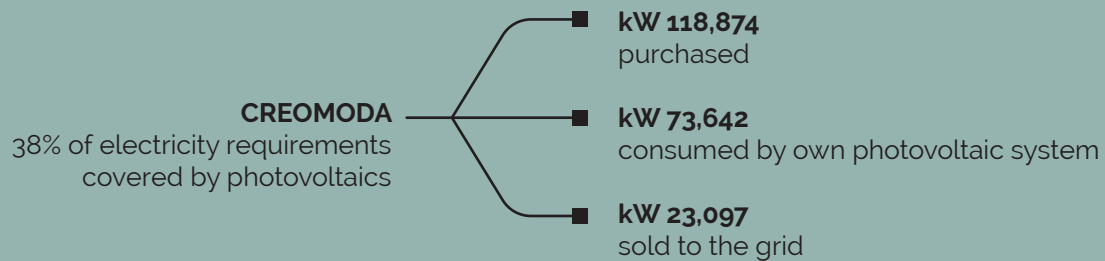
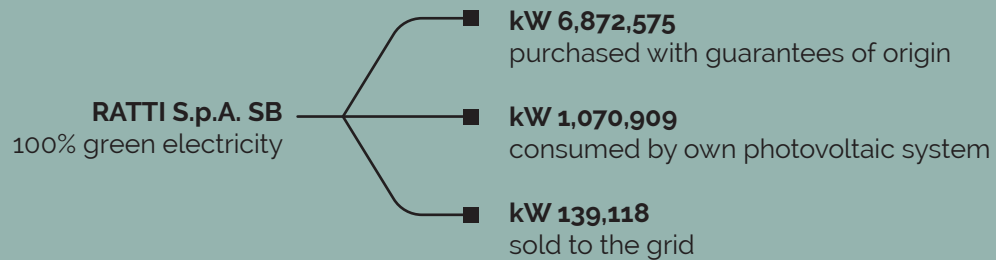
- **ISO 9001** (Quality Management System)



- **AEO** (Dogane)

# Renewable Energies

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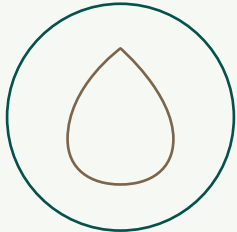
# Monitoring And Improving Energy Consumption

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During 2023, a project was completed for the application of a network of water, **electricity and gas consumption meters** in all departments on the main machinery, to expand the existing ones.

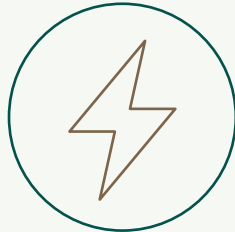
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Water



**83**  
Meters

Electricity



**96**  
Meters

Gas



**24**  
Meters

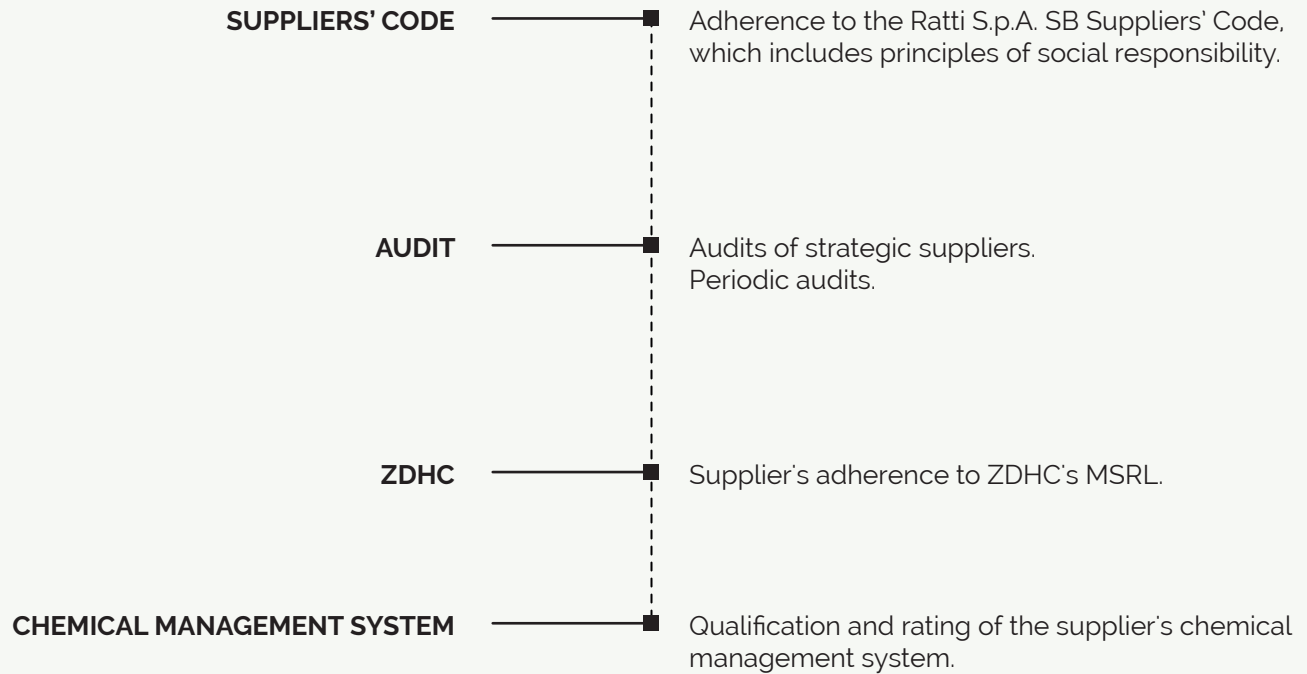
Steam



**10**  
Meters

# Supply Chain

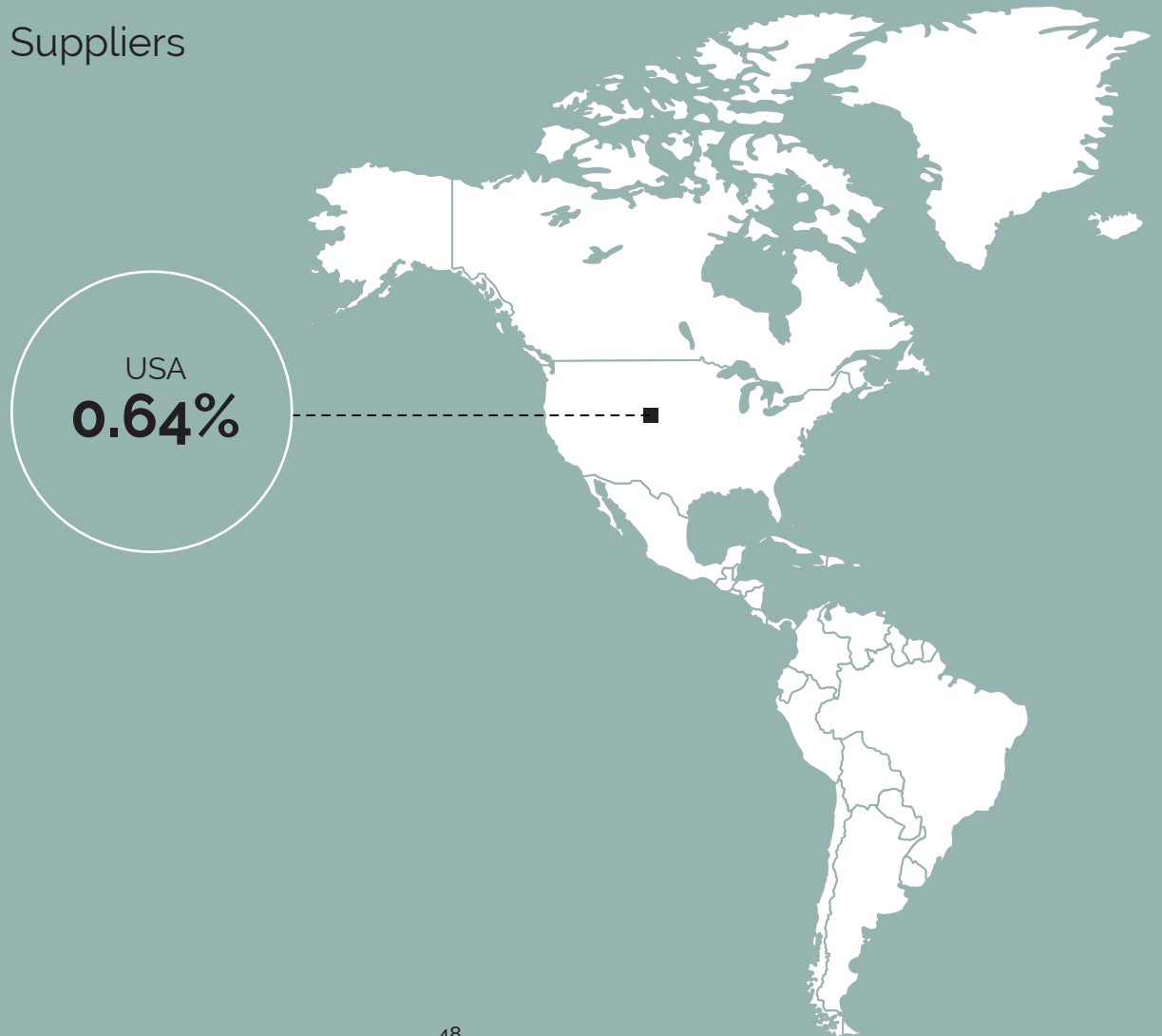
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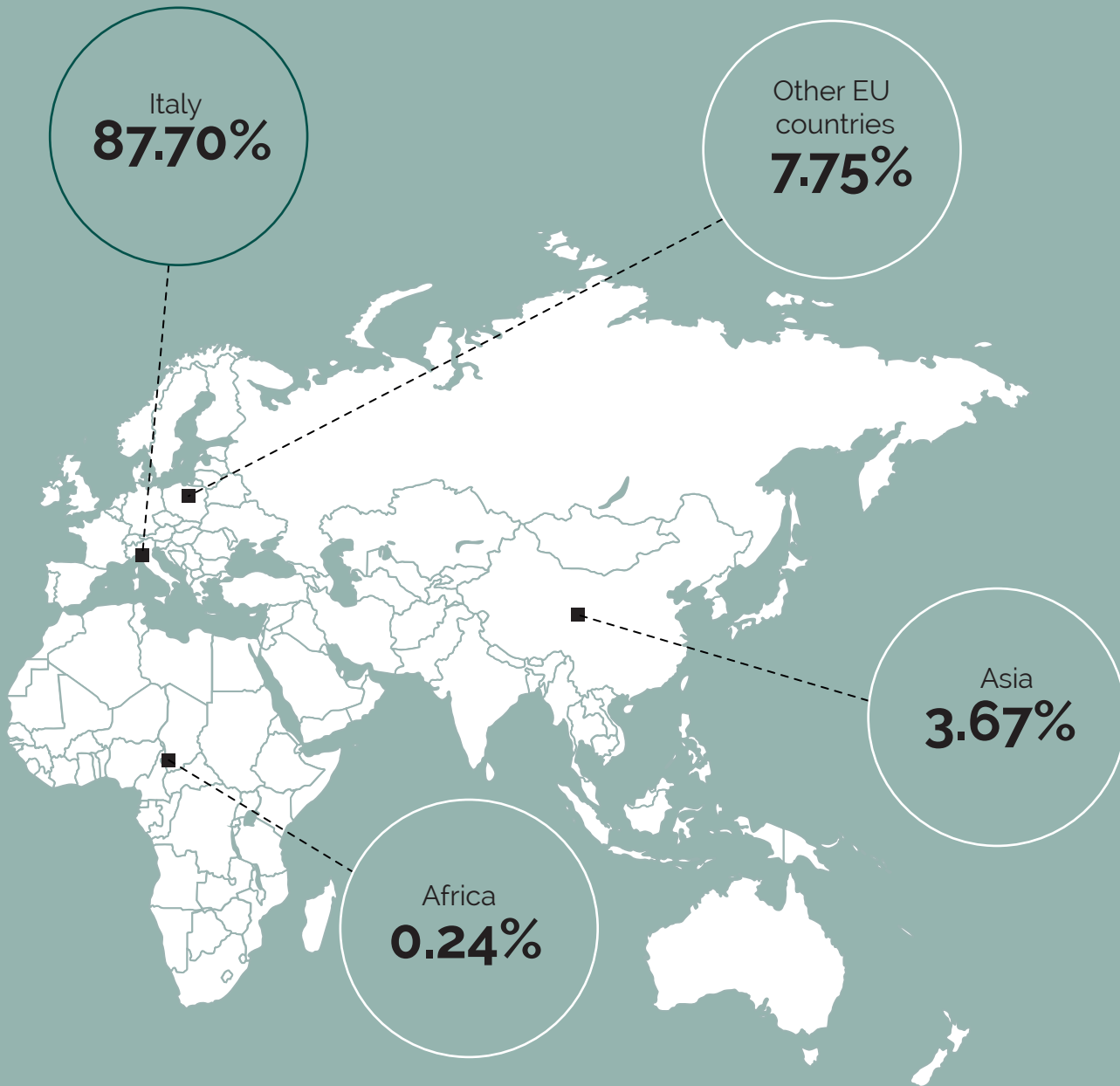
## Sourcing worldwide

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**1,252** Suppliers







# Textile Recycling

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- Ratti S.p.A. Società Benefit is a founding member of the Retex Green Consortium for textile waste management and supply chain circularity.



- Plant for the recovery of non-hazardous textile waste (Single shareholder Ratti S.p.A. SB).



- Ratti S.p.A. SB is a member of the international association "Rehubs Europe" focusing on scaling up recycling technology.



## Circular economy

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The Ratti Group orients the organisation towards circularity.

■ **Phoria is a Ratti project** that creates new products, services and technologies derived from the reuse and recycling of textile materials.

- **PHORIA** Fibers
- **PHORIA** Hydro
- **PHORIA** Print

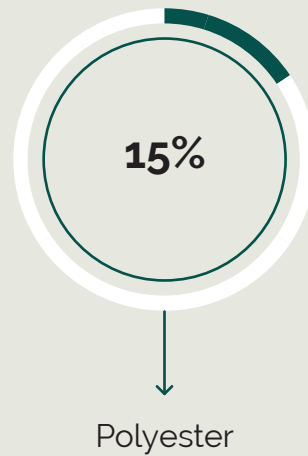
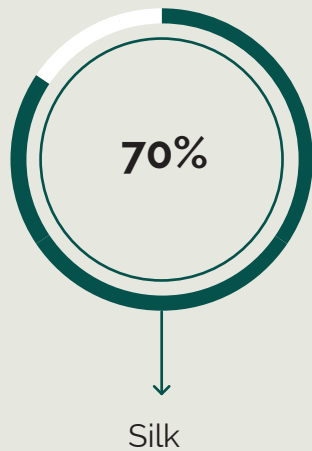


# Phoria Fibers

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**Phoria Fibers** regards the creation of a lining textile (padding) based on the reuse and recycling of silk, which has extraordinary qualities which make it a versatile material: it is a natural fibre, resistant and light, with notable thermal, breathability and hygroscopic properties.

**PHORIA Fibers** wadding is made up of:

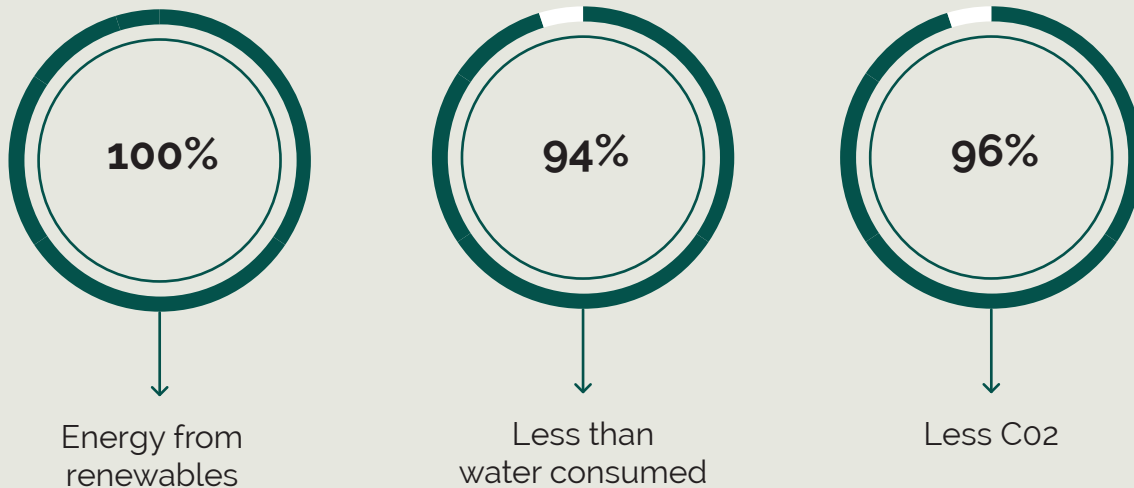


# Phoria Hydro

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**PHORIA Hydro** regards the reconditioning of used garments in order to revamp their water-repellent function. With use over time, many garments become less waterproof. However, using an eco-friendly industrial process, **PHORIA Hydro** plans to revamp the water-repellent function of such garments, allowing them to be reused and their technical performance to return to its former level.

From **Hydro** comes the trade mark **Texun** ([www.texun.it](http://www.texun.it)), which offers the service to a new and varied range of customers: from dye-laundries, sportswear chains to the end consumer via e-commerce sales.



## Phoria Print

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**Phoria Print** regards the reassessment of unsold garments and leftover stock. An initiative proposed by Ratti to solve the problem of excess warehouse stock, gave value back to the garments through the creativity of manual printing. The rediscovery of the ancient a planche technique, together with other applications, has rendered each garment unique and unrepeatable, giving space to a limited and personalised series.







# Ambition



# Innovation

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## INNOVATION BOARD

- A body in Ratti S.p.A. SB responsible for the development of research and innovation projects.
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## GREEN & DIGITAL

- Research and innovation projects.
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## PATENT

- 3 (Italian/European).

## Keys number

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In Ratti's corporate strategy, innovation is a fundamental pillar. Through a structured process, the company cultivates and implements innovative ideas, in line with its strategic objectives and the demands of the sector.

### PROJECTS

**25**

Ongoing projects

**10**

Pilot Projects

### PEOPLE

**1**

Innovation board

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**13**

Members

Our values - *Ambition*



The culture of textile excellence

**Ratti S.p.A. Società Benefit**

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22070 Guanzate (CO) – Italy

[ratti.it](http://ratti.it)