



Sustainability Report

2025

Rifo

CIRCULAR FASHION
MADE IN ITALY



We aim to do our part in
preserving resources for the
future generations through our
circular production model and
continuous improvement actions.



SUMMARY FROM THE TEAM	03
WHERE ARE WE?	04
WHAT WE BELIEVE IN	05

KEY TO DATA SOURCES

EXTERNALLY CERTIFIED	Data audited and confirmed by an independent third party.
LCA-BASED	Impact measured through Life Cycle Assessment methodology by an independent third party.
INTERNAL ESTIMATE	Data tracked and assessed internally by our company.
SUPPLIER DECLARATION	Information provided directly by our supply chain partners, not yet independently verified.

1	Who we are	06
	1.1 Circular fashion made in Italy	07
	1.2 Sustainability strategy chart: a regenerative business model	09
	1.3 What changed since the beginning of Rifò	10

2	Our circular materials	13
	2.1 Yarns & fabrics	14
	2.2 Dead stock materials	19
	2.3 Certifications	20

3	Our products	21
	3.1 Eco-design	22
	3.2 Carryover vs New	23
	3.3 Sustainable Packaging & Shipping	24

4	Our circular production model	25
	4.1 Local certified production	26
	4.2 Pre-order model (Reduce)	27
	4.3 Repair service (Reuse)	28
	4.4 Take-back service (Recycle)	29
	4.5 Re-commerce (Resell)	31

5	Our results aligned with the SDGs	32
	5.1 Reduce our environmental impact	34
	5.2 Increase our social impact	36
	5.3 The importance of education	40

ACTIONS FOR THE FUTURE	41
METHODOLOGICAL NOTE	43
ANNEX: GRI REFERENCES	44

SUMMARY FROM THE TEAM

Why do we work in the fashion industry?

After 8 years of Rifò, we want to better communicate why promoting circular fashion is so important to us.

We have always been optimistic towards the future, but habits are not changing fast enough. We are worried that future generations won't have the same opportunities to make real change that we had.

We aim to reduce the use of virgin resources by promoting circular fashion practices and recycled materials.

2025 marked a transformative year for our commitment to the planet and our community. We successfully scaled our collection efforts to **4.7 tons of post-consumer garments** - a 30% year-over-year increase. Our operational integrity was further validated by **achieving both GRS and WFTO certifications**.

On the production front, **83% of our fibers are now recycled**, with nearly a quarter (24%) sourced directly from our own take-back loop.

Beyond environmental metrics, we deepened our social mission by **providing professional training to six vulnerable migrants** and laying the groundwork for the *Maglificio Sociale* cooperative.

We believe sustainability is not an absolute destination, but a daily, conscious compromise between necessity and responsibility.





WHAT WE BELIEVE IN

1

We believe in *turning diversity into an opportunity*, giving a new life to something that is prematurely considered waste.

2

We believe in *our territory*, which has inherited a *generations-long textile tradition*.

3

We believe that it is still possible to produce *artisanal made in Italy garments*, crafted in the traditional manner.

4

We believe in the magic of *emotions* and that *a garment can last a lifetime* when truly cherished.

5

We reject seasonal sales, induced needs, and exaggerated discounts. We want our products to *fulfill real needs*.

6

We believe in *people*, not in consumers.

7

We believe that communities and individuals have the *power to create change* through small actions.

8

We believe in being *honest and transparent*, even when that means admitting our limitations.

9

We believe in always *accepting challenges, learning from mistakes*, and gaining firsthand experience.

10

Lastly, we believe that having the opportunity *to do what we love, with passion and a smile*, is the most beautiful gift we can ask for.

WHERE ARE WE?

Habits aren't changing fast enough.

When we started Rifò, we genuinely believed that within five years, the fashion industry would be unrecognizable. **We envisioned a complete systematic shift.** But as we look around today, we find ourselves asking the same question every single week: **is this pace enough?**

We are surrounded by talk. There is endless conversation about circular fashion, countless sustainability summits, masters' degrees, and workshops. But where is it all actually leading?

The reality is sobering. Consumption habits remain largely unchanged. **While we celebrate the rise of second-hand and the growth of recycled products, the giants of fast fashion are still scaling their volumes.**

There are moments when we feel a sense of desperation—a heavy realization that despite our milestones, it might not be enough.

We still believe that this industry can change. But belief isn't enough anymore.

As a community, we need to apply a much higher level of effort every single day.





Who we are

- 1.1 Circular fashion made in Italy
- 1.2 Sustainability strategy chart: a regenerative business model
- 1.3 What changed since the beginning of Rifò

1.1 CIRCULAR FASHION MADE IN ITALY

We are a fashion brand applying circular design principles, including the use of recycled materials, repair services and take-back initiatives.

Starting as a crowdfunding campaign, we have grown into a team of over 25 dedicated employees.

Since the beginning, we have always been committed to circularity. For us, *circularity* means:

Turning waste into new resources

We transform selected textile waste into new materials, where technically and economically feasible.

Our goal is to use at least 80% recycled materials in our production. We also promote repair and reuse to extend the life of every garment already in our wardrobes.

Producing responsibly, within 30 km

We produce within a 30 km radius, working with selected suppliers that meet our internal environmental and social criteria.

We prioritize suppliers with a long-term vision, ensuring our value chain remains as local and circular as possible.

Sharing value with our community

We reinvest part of our activities into local partnerships and community initiatives.





SEE OUR GROWTH

2017 November → Crowdfunding launch for recycled cashmere accessories (290 backers).

2018 April → Second crowdfunding campaign for 100% recycled t-shirts.
July → Rifo Srl founded.

2019 September → Take-back service established.

2020 April → Debut of 100% cotton T-shirt (50% recycled, 50% organic).
November → B Corp certified with 99.9 points.

2021 July → Launch of the *Love Lasts* repairing program.

2022 March → Release of the 100% recycled silk sweaters.
May → Start of *Nei Nostri Panni*, our social impact project.

2023 September → Introduction of digital product passports.

2024 June → Debut of recycled linen & viscose collections.
July → New B Corp certification achieved: 127.1 points.



2025 May → Permanent store opening in Milan.
November → Recommerce platform launch and first franchise opened in Florence.

1.2 SUSTAINABILITY STRATEGY CHART: A REGENERATIVE BUSINESS MODEL

EXTERNALLY CERTIFIED

We became a **certified B-Corp** in November 2020 and re-certified in 2024 with a **B Impact Score of 127.1**, a 27.2 point increase.
This certification reflects our commitment to **developing a regenerative business approach**.
We are planning to renew the certification in 2026.

We:



offer our customers the possibility to **recycle their used clothes** in exchange for a discount code;



provide **repair services** to extend the life of garments;



produce locally at maximum 30 kms with a WFTO certified value chain;



enable customers to **resell their Rifò garments**;



work with a **pre-order model**: we collect orders on our e-commerce and start production only afterwards;



sell our garments online through our **e-commerce** and offline through **flagship stores** and selected retailers worldwide;



donate 1% of our revenues to **social impact projects** in our local territory like *Nei Nostri Panni*.



Certified



Corporation

This company meets high standards of social and environmental impact.

1.3 WHAT CHANGED SINCE THE BEGINNING OF RIFÒ

Our core values are the same as they were during our very first crowdfunding campaign. We continue to build our future on three pillars:

Quality

Our obsession is to become **entirely polyester-free**. We **prioritize natural fibers**, ensuring that every garment feels as good for your skin as it is for the planet.

Sustainability

Recycling is in our DNA - recycling, and recycling again. Our goal is to minimize the use of conventional fibers, pushing the boundaries of what recycled yarns can achieve.

Responsibility

We are rooted in our territory, **preserving local traditions and craftsmanship**. We continue to invest in social impact projects that maintain our cultural heritage.

We have learned to embrace conscious compromises.

In 2025, for instance, we strengthened dead stock materials into our collection. This allowed us to expand our offer—introducing shirts and trousers—while maintaining our values.

We have definitely changed how we talk to you. For a long time, we focused on price, believing it was the primary barrier to sustainable fashion.

Price actually is not the problem—culture is. Our focus has shifted toward education.

We want to provide our community with the tools to understand the long-term impact of their choices.



OUR 2025 IN NUMBERS

78,050
made in Italy circular
clothes and accessories



83%
of recycled and recyclable
textile fibers



24%
of post-consumer
textile waste directly collected
through our take-back service



28 people
in our team based in
Prato and Milan



666
repairs provided



600
reselling shops
all over the world



6
migrants trained through
Nei Nostri Panni Project

Our circular materials

2.1 Yarns & fabrics

2.2 Dead stock materials

2.3 Certifications

2.1 YARNS & FABRICS

We primarily use natural-based and recycled fibers designed, when possible, to be recyclable or compatible with existing end-of-life solutions.

Additionally, we focus on limiting the use of synthetic materials wherever possible.

Here are the yarns and fabrics used in our 2025 collection:

Cashmere knitwear & accessories

95% recycled cashmere
5% recycled wool

SUPPLIER: Filpucci 

80% Recycled post-consumer
20% Recycled pre-consumer

SUPPLIER DECLARATION



-66% WATER



-67% ENERGY



-85% CO₂



Impacts are compared to conventional equivalent materials.
Data sourced from verified LCA studies conducted by Process Factory (4sustainability®).

LCA-BASED

Wool knitwear & accessories

100% recycled wool

SUPPLIER: Filpucci 

100% Recycled pre-consumer

SUPPLIER DECLARATION



-99% WATER



-76% ENERGY



-92% CO₂



Impacts are compared to conventional equivalent materials.
Data sourced from verified LCA studies conducted by Process Factory (4sustainability®).

LCA-BASED

Cotton knitwear

50% recycled cotton
50% organic cotton

SUPPLIER: Belda Llorens 

100% Recycled pre-consumer

SUPPLIER DECLARATION



-43% WATER



-42% ENERGY



-44% CO₂



-99% CHEMICALS







Impacts are compared to conventional equivalent materials.
Data sourced from verified LCA studies conducted by Aitex Textile Research Institute.

LCA-BASED

Rifo SUSTAINABILITY REPORT 2025

14



Cotton accessories

45-60% recycled cotton
55-40% cotton

SUPPLIER: Marchi e Fildi 



100% Recycled pre-consumer

SUPPLIER DECLARATION



-67%
WATER



-38%
ENERGY



-34%
CO₂



-60%
CHEMICALS







Denim knitwear

75% recycled denim cotton,
20% cotton, 5% other fibers

SUPPLIER: Pinori 



74% Recycled post-consumer
26% Recycled pre-consumer

SUPPLIER DECLARATION





Wool fleece

80% recycled wool
20% virgin wool

SUPPLIER: Manteco 



100% Recycled post-consumer

SUPPLIER DECLARATION





Denim jeans trousers

24% recycled cotton
76% virgin Regenagri* Cotton

SUPPLIER: Candiani Denim 



100% Recycled post-consumer

SUPPLIER DECLARATION

**Regenagri* is a global certification program that assesses and promotes regenerative agriculture practices. It stimulates methods that improve soil health, enhance biodiversity, and reduce environmental impact.







Impacts are compared to conventional equivalent materials.
Data sourced from verified LCA studies conducted by ICEA.

LCA-BASED



Silk knitwear

100% recycled silk

SUPPLIER: Torcitura di Domaso 

100% Recycled pre-consumer

SUPPLIER DECLARATION





Linen knitwear

100% recycled linen

SUPPLIER: Iafil 

100% Recycled pre-consumer

SUPPLIER DECLARATION





Viscose knitwear

20% recycled viscose
80% ECOVERO™ viscose

SUPPLIER: Belda Llorens 

100% Recycled pre-consumer

SUPPLIER DECLARATION





Wool cloth coats

100% recycled wool

SUPPLIER: Balli 

50% Recycled post-consumer
50% Recycled pre-consumer

SUPPLIER DECLARATION





Cotton knitwear
& accessories

60% recycled cotton
40% organic cotton

SUPPLIER: Il Filo di Silvana 

100% Recycled pre-consumer

SUPPLIER DECLARATION





Cotton t-shirts

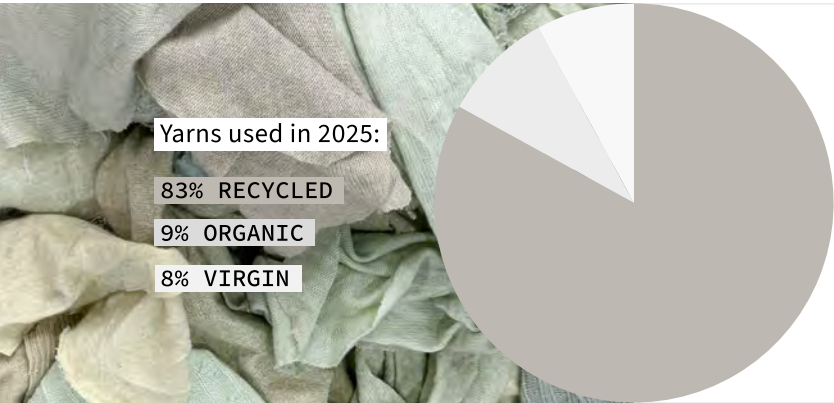
50% recycled cotton
50% organic cotton

SUPPLIER: CFM BY CLOTHIUS 

100% Recycled pre-consumer

SUPPLIER DECLARATION

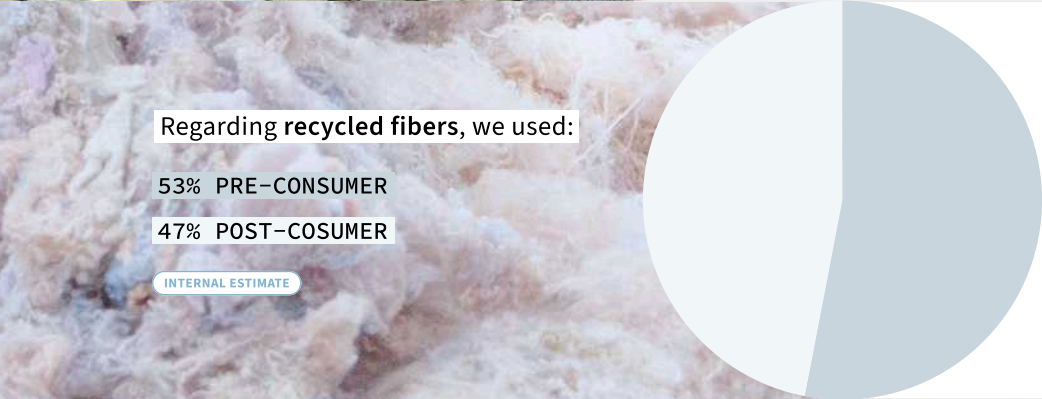




Out of our total yarn consumption in 2025 of 20,909 kg, **83% (17,320kg) came from recycled fibers**, while the remaining portion came from organic and virgin fibers.

We had a 30% increase compared to last year (13,178 kg).

INTERNAL ESTIMATE



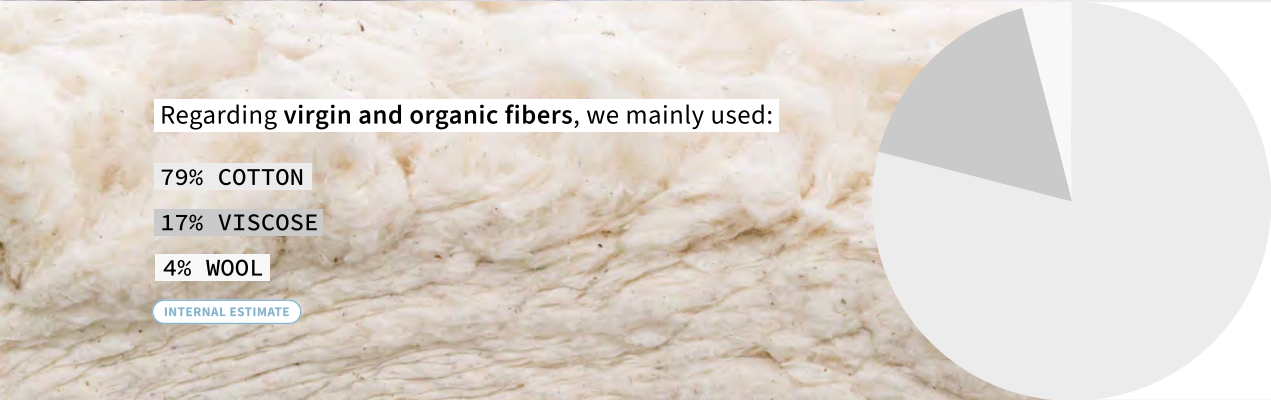
Pre-consumer fibers come from:

46% EU 54% Rest of World

While **post-consumer** fibers come from:

10% EU 90% Rest of World

SUPPLIER DECLARATION



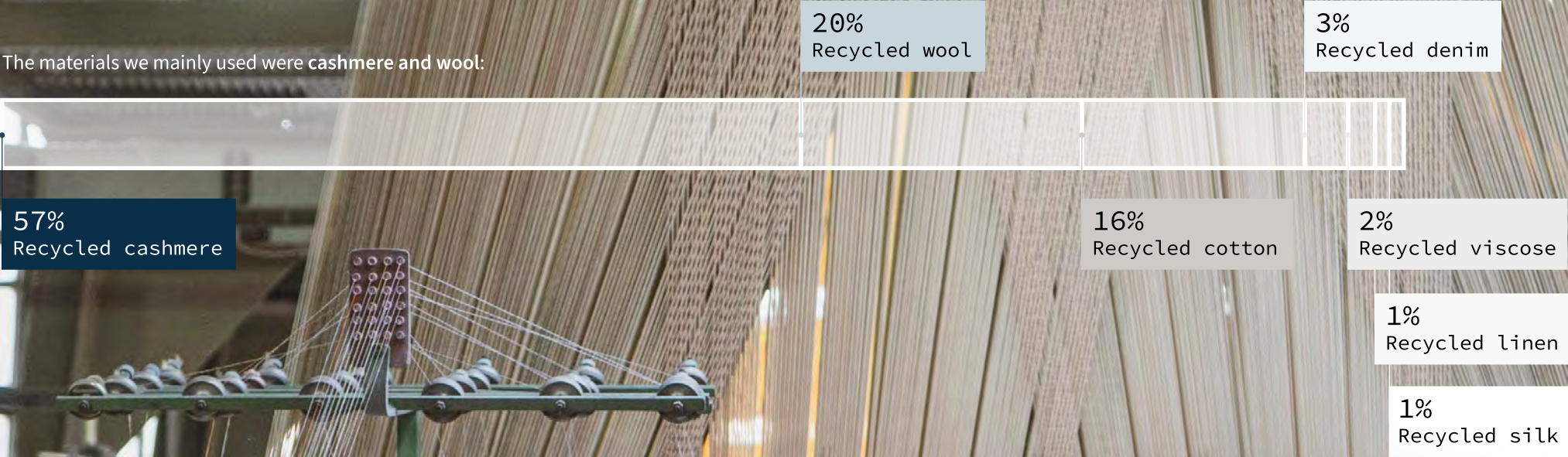
Our **virgin material's origin** is:

21% EU 52% Turkey 27% Rest of World

While our **organic material's origin** is: 100% Turkey

SUPPLIER DECLARATION

The materials we mainly used were cashmere and wool:



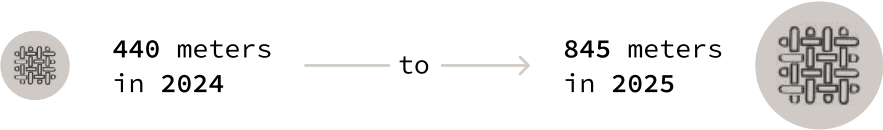
In 2025, our production predominantly used monomaterial yarns ($\geq 95\%$ single fiber content), according to our internal classification criteria. We have achieved our sustainability report 2024's goal!

INTERNAL ESTIMATE

2.2 DEAD STOCK MATERIALS

Dead stock collections - consisting of leftover fabrics sourced from local suppliers in our textile district - are becoming increasingly vital to our merchandising strategy. They enable us to **offer products - such as cotton trousers and shirts - that would otherwise be impossible to produce**, given the current shortage of high-quality recycled cotton fabrics on the market.

In 2025, we effectively **doubled our use of dead stock materials**, growing from:

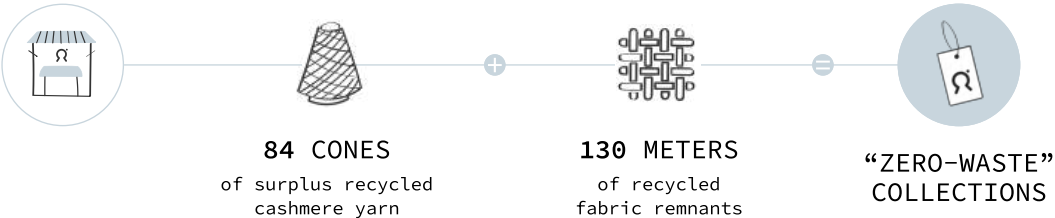


Sourced directly from the Prato textile district, these 100% cotton fabrics are used for:



- 35% pants
- 25% shirts
- 13% dresses
- 10% jackets
- 17% tops

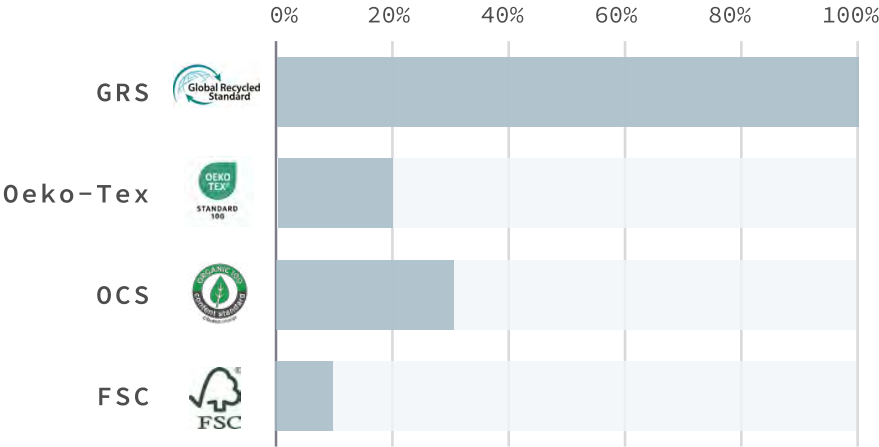
As always, we remain committed to breathing new life into our **surplus yarns and fabrics**. **We aim to minimize waste across our processes:** these materials are repurposed to create our “Zero-waste” collections, which aim to move towards a zero-waste model. In 2025, we successfully utilized:



2.3 CERTIFICATIONS

In 2025 Rifò received two important certifications: WFTO (ID 8779) on its value chain and GRS (ICA-GRS-25-4872/00A) on its production processes. EXTERNALLY CERTIFIED

We require from our yarns' suppliers GRS for traceability and recyclability and REACH to ensure our production is compliant with applicable chemical regulations (including REACH). In 2025, the main materials used for our production* had the following certifications:



*We have considered the 10 most used materials in our production, which account for 99% of it.



44%

44% of our recycled production used materials certified with an LCA.

INTERNAL ESTIMATE

92%

Internal assessments indicate that avoiding over-dyeing reduces environmental impact compared to conventional processes

In fact, we have LCAs for our most significant yarns: recycled cashmere, recycled wool and recycled cotton.

In fact 92% of the yarns we use are not over-dyed.

SUPPLIER DECLARATION

Our products

3.1 Eco-design

3.2 Carryover vs new

3.3 Sustainable packaging & shipping

3.1 ECODESIGN

Circularity starts with design: by creating a recyclable garment which is designed for durability.

We design our products following eco-design principles:

- **Circular Materials:** pure with at least 20% recycled content and designed to be recyclable where suitable collection and recycling systems are available.
- **Timeless design:** our classic styles outlive fast fashion trends and are made to look good for years to come.
- **Limited number of collections:** we have just two collections per year (S/S and F/W).
- **Fair pricing:** transparent prices, following a pre-order model and a “no seasonal sales” policy.
- **Traceability:** 59% of our products have a Digital Product Passport (DPP).
- **Repairing service:** the Love Lasts initiative covers products for three years from the purchase date, offering free repairs for any defects.
- **Mono-material stitching:** 85% of our products are sewn with thread yarn of the same composition as the garment, so they can be more easily recycled.
- **Repairing kit:** each sweater in the FW26 collection will come with a complementary repairing kit.
- **GRS-certified accessories:** we use recycled cotton zippers and recycled polyester labels.

by
2026

We want a DPP on all our products and replace recycled polyester labels with cotton ones. Our goal is to become completely polyester free by 2028, subject to technical feasibility.

3.2 CARRYOVER VS NEW



It is important to find a balance between carryover pieces and new designs.

Carryover designs are crucial for ensuring our collection maintains its value, while new designs are needed to bring freshness to the existing range.



In 2025 old designs sold **16% of our e-commerce sales** (3.891 pieces on 23.952) and **22% of our wholesale sales** (10.831 pieces on 48.518).

INTERNAL ESTIMATE

by 2027

We will increase the percentage of carryover designs to 70%.

3.3 SUSTAINABLE PACKAGING & SHIPPING

As a circular fashion brand, our circularity principles are applied also to our packaging and shipping policies:



MULTIPURPOSE PACKAGING

In 2025, our circular service collected around **1,5T of waste** that we transferred to Manifattura Maiano to make our Fluffypack. We shipped **331 Fluffypacks** to our customers, accounting for almost **1% of our shipped packages** and limiting our footprint.

*Our goal is to collect mono-material garments (≥95% of a single fiber), but on average, 30% of the collected items do not meet this criterion. As a result, we downcycle them into Fluffypack materials.



RECYCLED PACKAGING

93% of our tagging, packaging, and shipping materials were made from **recycled materials** while **89%** were made from **certified FSC materials***. Additionally, our suppliers repurposed **67%** of the cardboard packaging received from previous shipments.

*This is the proportion of FSC-certified items (16 out of 18) within our packaging materials.



REUSABLE SHOPPING BAGS

Our shoppers are made with **100% recycled cotton, GRS certified from Turkey**. In 2025, we produced **4,090** in **two different sizes**. We have developed a tote using **dead stock fabrics** that will be produced in 2026.



MINIMIZING PLASTIC WASTE IN OUR LOGISTICS

We avoid the use of plastic in our internal storage and packaging processes wherever feasible, aiming to minimize the generation of additional waste throughout our operations.



SUSTAINABLE GIFT PACKAGING

We use **leftover yarns or fabrics** from our suppliers to create our gift packages.



RESPONSIBLE RETURNS

Our return rates decreased from **6.7%** in 2023 to **5.3%** in 2025*. **10%** of these returns are size exchanges.

*In 2025, we processed 19% more orders than 2024.



LOCAL PICK-UP

In July 2025, we introduced pick-up service in our flagship stores. **2% of our e-commerce orders** included store pick-up.



ROAD FREIGHT

98.6% of our volume moves by road transport. The rest is airplane + road freight.

INTERNAL ESTIMATE SUPPLIER DECLARATION

Our circular production model

- 4.1 Local certified production
- 4.2 Pre-order model (Reduce)
- 4.3 Repair service (Reuse)
- 4.4 Take-back service (Recycle)
- 4.5 Re-commerce (Resell)

4.1 LOCAL CERTIFIED PRODUCTION

We don't strive to produce internationally.
Producing locally allows us to focus on quality instead of quantity.



95%

of our 2025 production took place in our region, Tuscany.

92

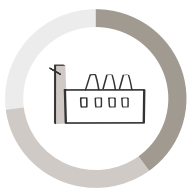
Our supply chain encompasses 92 companies (spanning Tier 1 to Tier 2) with a total of 1,852 employees. INTERNAL ESTIMATE

1,852

Gender distribution stands at 45% female and 55% male across all employees, whereas entrepreneurial roles are held by 31% women and 69% men. SUPPLIER DECLARATION

The average annual gross wage of the employees is €22,439.57 for a 37.5-hour workweek.

SUPPLIER DECLARATION Data based on 55% of our suppliers that have disclosed this information.
Italy does not have a statutory minimum wage; instead, wages are determined through National Collective Bargaining Agreements negotiated by trade unions and employers' associations.



We mainly work with small family-owned companies:

40% with less than 5 employees

33% with 5-20 employees

27% with more than 20 employees

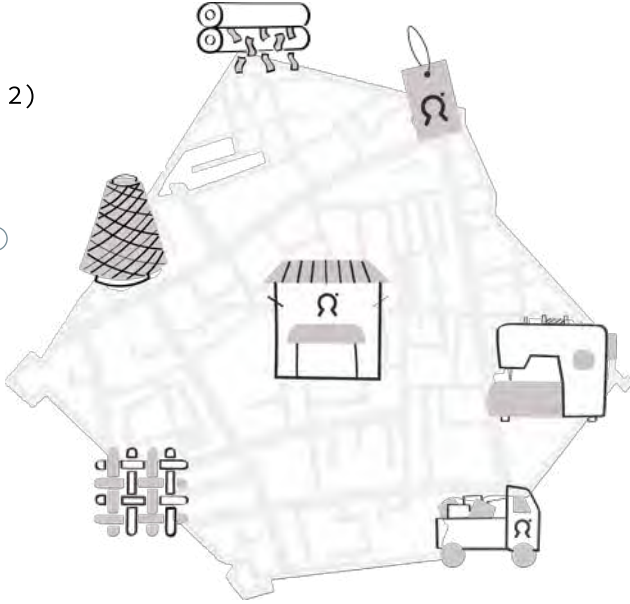
Each year our suppliers' production facilities are controlled by our production team.

33

In 2025 we did 33 internal audits to our supply chain.

EXTERNALLY CERTIFIED The internal audit focuses on:

- ✓ Safety procedures
- ✓ Tax contributions
- ✓ Regulatory compliance
- ✓ Fair wages, working hours and conditions
- ✓ Sustainability practices



DISCOVER OUR VALUE CHAIN ON OUR WEBSITE



In 2025 we became member of the World Fair Trade Organization (WFTO).

[Here you can find our Fair Trade Policy.](#)

Rifo SUSTAINABILITY REPORT 2025

26

4.2 PRE-ORDER MODEL (Reduce)

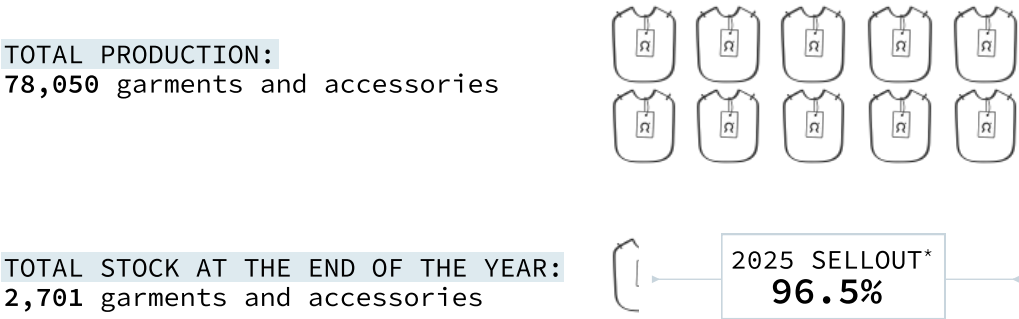
Thanks to our local production we have been able to implement our unique pre-order model which is aimed at producing only what our customers really need.

Our online pre-order lasts from **8 to 10 weeks**, during which customers can pre-order our products at a discounted price. As the order date gets closer to the end of the pre-order, the discount decreases.

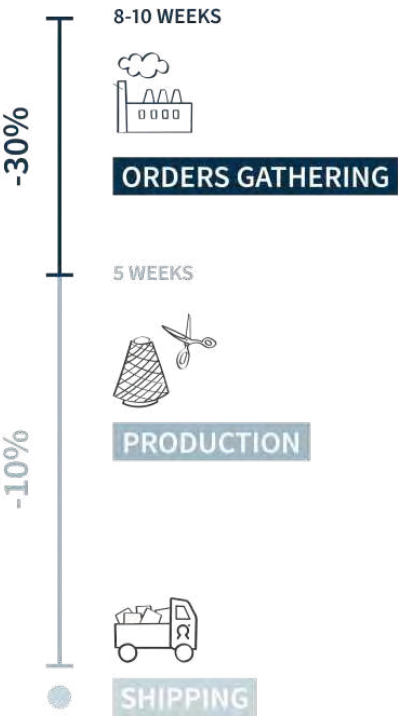
32% — In 2025, we launched 32% of our **styles on pre-order**.

16.8% — In addition, in 2025 our **average discount** was 16.8%. INTERNAL ESTIMATE

As a result of this, with a yearly production of 78,050 garments we had a sellout of 96.5%, reaching **our goal of < 5% of garments left in stock** at the end of the year. Moreover, our stock **decreased of 0.32%**, remaining stable compared to 2024.



INTERNAL ESTIMATE * The percentage of inventory sold within a given period, reflecting sales efficiency and demand.



NO SALES | FAIR PRICES, ALWAYS

In addition, our pre-order model and timeless design allow us **not to do sales, Black Friday or any other discount campaign** that lower the value of what we produce.

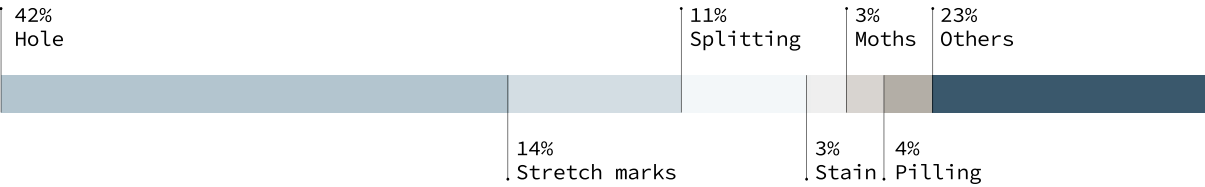
We believe that a garment has to last in terms of quality but also price and value.

4.3 REPAIR SERVICE (Reuse)

All Rifò garments are **handmade with dedication by our experienced local artisans**, following **high quality standards**. If any manufacturing imperfection occurs within three years, we **repair them for free with our *Love Lasts* warranty service**.

Offering this service for free is part of our commitment to ensure garment durability and fight disposable fashion.

In 2025, we repaired 666 garments (a 200% increase compared to 2024) which had the following problems*:



In addition, in 2025 we launched both **online and offline this service for non-Rifò sweaters**. We made 37 repairs in Milan, 9 in Rome and 39 online (in one month test in April).

by
2026

Our goal is to scale and **fully consolidate this service**, transitioning from our pilot phase to a permanent presence.

INTERNAL ESTIMATE *This data is helping us to understand the quality of our products and how we can improve it.



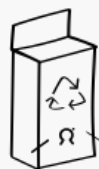
4.4 TAKE-BACK SERVICE (Recycle)

Thanks to a collaboration with LF23 cooperative, Rifò offers to its clients a **take-back service both online and offline to collect garments of all brands in wool, cashmere, cotton and denim.**

We collect at least 95% cotton, cashmere and wool sweaters and at least 95% cotton jeans as **only garments with a pure composition can be recycled** according to the current technologies.

We give a second chance to the unwanted clothes that everyone has in their wardrobe.

We then **offer a discount code** to reward everyone who contributes to this circular service.



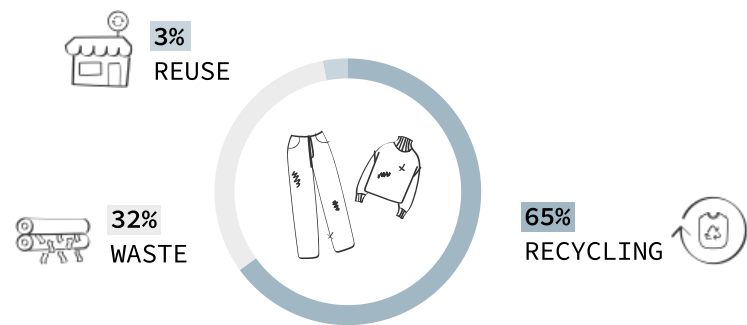
Here are the results of take-back service in 2025:

4.7 tons of wool, cashmere, cotton and denim cotton collected
97 collection points in Europe

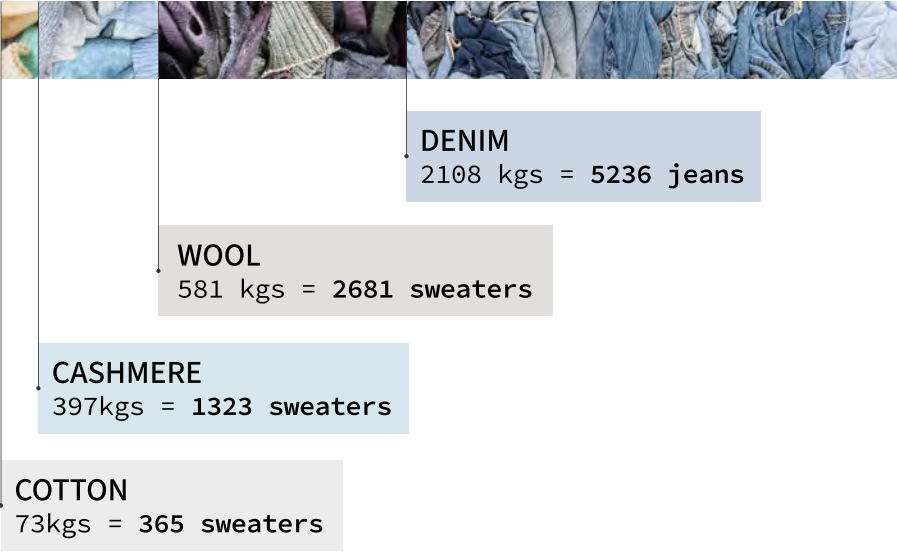
Our partners



32% of the garments we collected **didn't meet our composition requirements**. Unfortunately, this is an increasing trend as we receive more and more clothes with blended fibers.



Thanks to the contribution of our partners and everyone who joined this project, in total in 2025 we collected*:



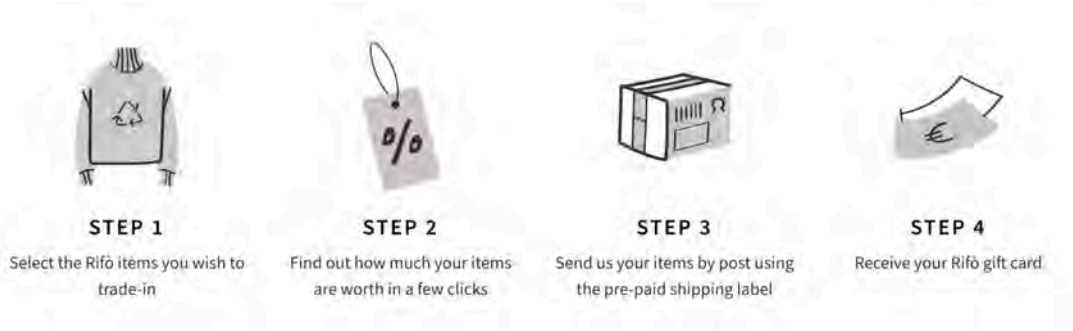
INTERNAL ESTIMATE *This calculation is based on an average weight of 600 g for a pair of jeans, 400 g for a wool sweater, 300 g for a cashmere sweater, and 200 g for a cotton sweater.



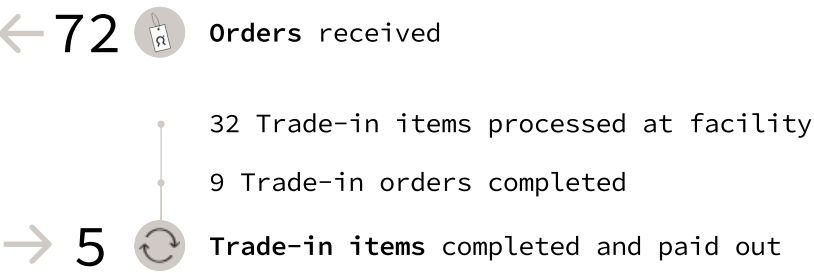
by 2026	We aim to add 100% cotton t-shirts and sweatshirts take-back.
by 2027	We want to introduce a blockchain solution in order to provide end-to-end traceability.

4.5 RE-COMMERCE (Resell)

In 2025, in partnership with Trove, we launched our first re-commerce platform, Re-Rifò, enabling customers to **buy second-hand Rifò items** or **trade in their pre-loved Rifò products** for credit to be used on our official online store.



Since its launch in November, our **Re-rifò website** achieved the following results:



by
2026

We aim to achieve a **balance between orders and trade-ins** by encouraging our community through active involvement and dedicated initiatives.



Our results aligned with the SDGs

- 5.1 Reduce our environmental impact
- 5.2 Increase our social impact
- 5.3 The importance of education

GOALS DASHBOARD



GOAL	KPI	RESULT IN 2024	TARGET 2025	RESULT IN 2025	TARGET 2026	SDGS
Innovate production processes, recovering methods of traditional textile recycling	Percentage of recycled textile fibers used for production	79%	76%	✓ 83%	75%	
Produce garments made from recycled and recyclable materials and directly collect post-consumer textile waste with a take-back service	Percentage of wool, cashmere, denim post-consumer recycled textile fibers collected through our take-back service	23%	15%	✓ 24%	20%	 
Create employment opportunities for vulnerable people through internships, professional training courses and job placement in local textile companies	Total number of job opportunities created for people in fragile condition	24	20	✓ 29	25	 
Ensure gender equality in the team	Gender balance in positions of responsibility (BOD & BOM)	55%	50%	✓ 63%	50%	
Source textile materials and produce garments and accessories within a 30 km radius of our office, in the textile district of Prato	Percentage of production costs associated with manufacturing processes carried out by local suppliers	90%	80%	✓ 95%	80%	 

5.1 REDUCE OUR ENVIRONMENTAL IMPACT

Since 2025, our policy ensures a minimum of 20% recycled content across our entire product range. Fortunately, technological advancements are making high-content recycled blends increasingly available.



83%

In 2025 we have reached **83% of recycled fibers in our production**, it is our new record.

This was possible thanks to the increasing availability of cotton yarns with higher percentages of recycled content.

To ensure **transparency and traceability within our value chain**, we began to directly collect used clothing for our production in 2019.

24%

of **post-consumer recycled fibers*** recovered from our take-back service in 2025 were used for our **yearly total production**

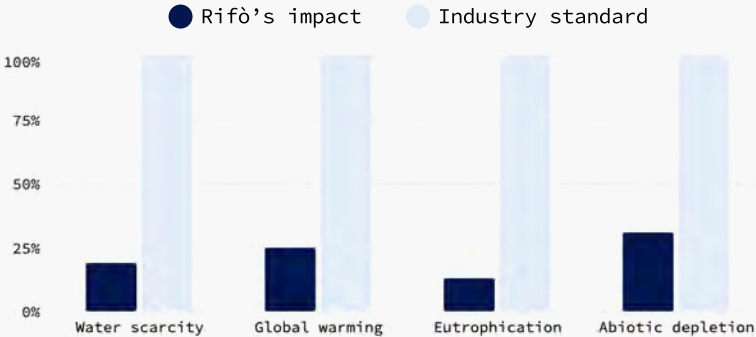


INTERNAL ESTIMATE *This percentage is calculated by dividing the total volume of post-consumer recycled fiber by the total kilograms collected for recycling.

In case our collection exceeds our needs, like for denim fiber, our yarn suppliers use it for other brands.

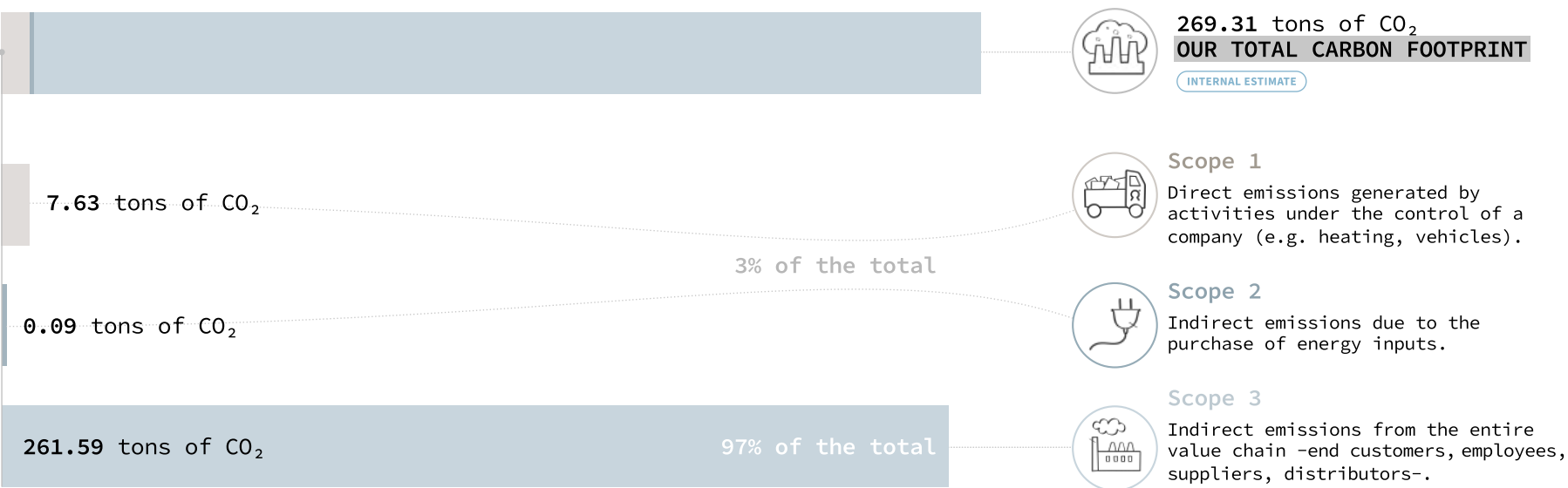
LCA-BASED

In addition, thanks to our collaboration with [BCome](#), we can show how significant our **production's environmental impact is compared to industry standards** by measuring **4 main impact areas**:



269tons — Regarding our direct impact, in 2025, our **total carbon footprint amounted to 269 tons of CO₂**, excluding the use phase of our products.

In the graph, the carbon footprint has been divided into the three scopes.
Scope 1 and 2 emissions together account for only **3% of the total**.
Most of our impacts (97%) **come from Scope 3 emissions**, generated by **business travels, employee commutes, waste disposal, purchased goods and services, etc.**



by **2027** We want to start **collecting GHG emissions** by our **main 10 suppliers**.

5.2 INCREASE OUR SOCIAL IMPACT

1% of our total annual revenue is donated each year to the project *Nei Nostri Panni* (“In our clothes”) with the aim of finding a solution to two main issues in our textile district:

- Ensuring a future generation for textile crafts that are at risk of disappearing due to a lack of new employees.
- Creating job opportunities for local migrants to foster their social integration.

Nei Nostri Panni aims at giving jobless migrants a concrete opportunity to start a new life learning skills that are fading away.

4th Edition: October 2025 – May 2026

 6 migrants
5 men, 1 woman

 Prato
textile district

 1 month
classroom training

+ Italian language
classes

+ 6 months
paid internship

 1150€
monthly wage

 2 spinning companies
1 sorting company

2 finishing companies
1 fabrics company

 Total funds: 63,315€
Rifò's contribution: 41,190€





This project is possible thanks to the contribution of:

- **Partners**, that take care of organizational aspects and support the beneficiaries and migrants during the internship;
- **Beneficiaries**, which are the companies hosting the internships;
- **Funders**, that provide financial support to the project.

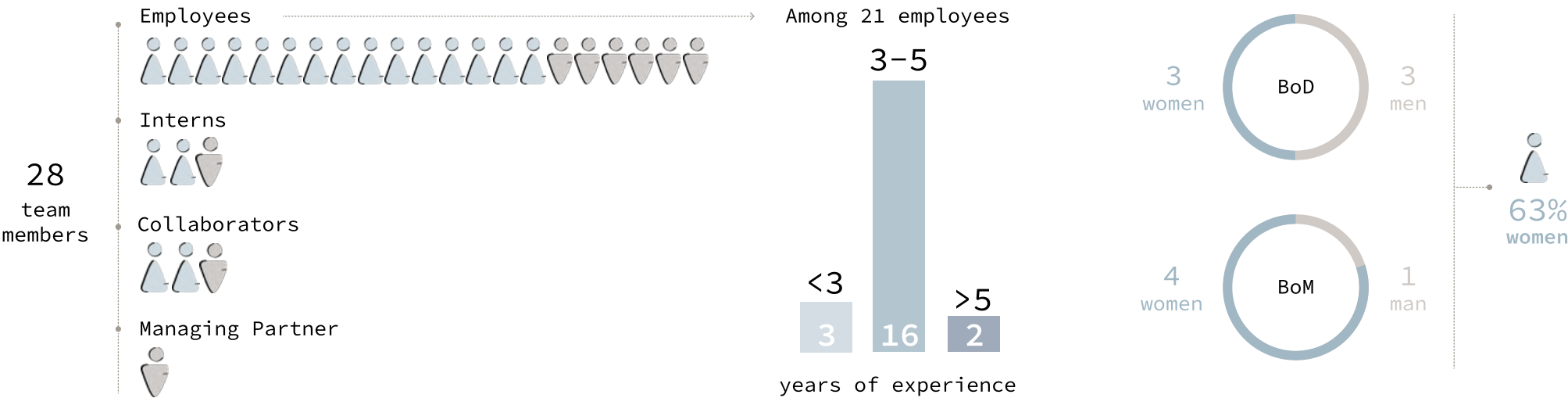


by
2026

We will transform this project into a social cooperative that will work as a factory for knitwear for us and for other local companies.

Social impact for us means also having a fair and inspiring work environment.

We are committed to **maintaining gender balance** in the team, the Board of Management (BoM), and the Board of Directors (BoD).





We believe in fair wages and fair conditions for all employees.

81% of our employees are **permanent**

Average age: **32 years**

Gender pay gap = **0**

Wage ratio* = **2.64** EXTERNALLY CERTIFIED

Average net monthly wage: **1,619€** EXTERNALLY CERTIFIED

* Calculated as the ratio between maximum wage and minimum wage of permanent employees.



The benefits provided to employees are:

- Flexible working hours
- Healthcare assistance
- Annual production and sustainability performance bonuses
- Remote work up to 5 days per week, including from abroad
- Reimbursement of public transport expenses
- Exclusive employee discounts on all brand collections
- Up to 20 hours of medical assistance covered
- Take part in a volunteering day with Fondazione Opera Santa Rita



by
2026

We are planning to add **meal vouchers** to all our employees.

5.3 THE IMPORTANCE OF EDUCATION

Starting this year, we have chosen to prioritize education as we aim to foster a more responsible culture.

To support this, we have developed a dedicated Student Kit and an online educational program.

In 2025 we have also:

- Helped 62 international and national students with their thesis in design, marketing, engineering, economics, etc;
- Made 48 Textile Tours with schools and universities and 1 tour with our clients;
- Participated to 19 events about sustainability and circular fashion.



SUMMARY: ACTIONS FOR THE FUTURE

 Who we are	 Our circular materials	 Our products	 Our circular production model	 Our social impact
✓ We opened our permanent stores in Milan and Florence ✓ We implemented a stock-option plan for our employees ✓ We grew by 25% in our total revenues	✓ 24% of our recycled materials came from our take-back service ✓ 83% of the fibers we used were recycled ✓ We joined the World Fair Trade Organization and we become GRS certified	✓ We have strengthened our deadstock collections ✓ We launched a recycled wool fleece capsule collection ✓ We launched a collection with 100% recycled wool cloth	✓ We added 100% cotton sweaters for take-back ✓ We added a resell platform on the website ✓ We launched our repair service in Milan also for items from other brands	✓ We trained 6 vulnerable migrants ✓ We launched a social house assistance program ✓ We organized mandatory Italian language course for all the migrants
BY 2026 ○ We will offer meal vouchers to all our employees BY 2027 ○ We will move to a new headquarters and open our permanent store in Rome	BY 2026 ○ We will replace synthetic composition labels with recycled cotton ones BY 2027 ○ We will add recycled hemp to our collection	BY 2026 ○ We will have all our products with a DPP BY 2027 ○ We will launch a natural swimwear and underwear collection	BY 2026 ○ We will add 100% cotton t-shirts and hoodies for take-back BY 2027 ○ We will make our repair service available online for items from other brands	BY 2026 ○ We will make a training course focused on hand linking with 8 vulnerable migrants BY 2027 ○ We will transform this into a social knitwear factory that will work for us and for other local companies



All the data and information reported in this document are part of our commitment to being transparent and honest with our community.

We would like to thank everyone who spent even 5 minutes of their time to read our Sustainability Report.

We firmly believe that critical thinking is crucial to become conscious and responsible consumers. We should take the time to understand and ask ourselves what is behind the products we buy.

As we grow as a brand, we realize more and more that culture is key in this process. We need to spread knowledge about fashion and its hidden impacts.

See you next year with the Sustainability Report 2026!

METHODOLOGICAL NOTE

Legal name of the organization: RIFO SRL

Nature of ownership and legal form: Innovative SME

Location: Via Vincenzo da Filicaia 26/C, 59100 Prato PO

Countries of operation: ITALY

Reporting period: Jan-Dec 2025 (annual)

Publication date of the report: 12 April 2026

This report has been prepared in accordance with the GRI Standards: core option.

[Code of Ethics](#)

[Sustainability Policy](#)

[ESG Risk Management Policy](#)

Contacts:

Niccolò Cipriani, CEO

ncipriani@rifo-lab.com

Eleonora Marini, Communication Manager

emarini@rifo-lab.com

Written by Niccolò Cipriani and Alessandro Portolano.

Designed by Gaia Vergari.





ANNEX: GRI REFERENCES

This material references disclosure:

- 2: General Disclosures 2021 2-1; 2-2; 2-3; 2-5; 2-6;2-7;2-9; 2-13; 2-14; 2-15; 2-16; 2-17; 2-18; 2-23;2-28;2-30
- 3: Material Topics 2021 3-3
- 201: Economic Performance 2016 201-1
- 301: Materials 2016 301-1; 301-2
- 305: Emissions 2026 305-1; 305-1;305-3
- 306: Waste 2020 306-2
- 401: Employment 2016 401-2
- 405: Diversity & Equal Opportunity 2016 405-2
- 407: Freedom of Association&Collective bargaining 2016 407-1
- 413: Local Communities 2016 413-1
- 414: Supplier Social Assessment 2016 414-1
- 418: Customer Privacy 2016 418-1

Join the *#Rifolution*

  @rifolab  @rifolution

WWW.RIFO-LAB.COM