

Sustainability REPORT 2024

Rifo

CIRCULAR FASHION
MADE IN ITALY



The *lowest* impact on the **environment**, the *highest* impact on the **community**.



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SUMMARY FROM THE TEAM

What does Sustainability mean to us?

Every year, we write this report - now in its fifth edition - to evaluate our progress and hold ourselves accountable.
Since the beginning of Rifò, **we have always strived to create clothing with the lowest possible environmental footprint.** But along the way, we realized that this wasn't enough.
Since the start of the *Nei Nostri Panni* project in 2022, we have deepened **our focus on social impact**, working to strengthen our local textile community in Prato, thanks to which we **provided training to 7 vulnerable migrants**.

In 2024, we achieved significant milestones, with our take-back service standing out as a major milestone. In just 12 months, **we collected over 3.5 tons of old garments** - the same amount we used to gather in 18 months.

Over the past year, we have also improved our **transparency and traceability**: our **Digital Product Passport** (DPP) is now available for most of our products, and we have extended our **supply chain tracking** down to Tier 3 suppliers.

As a benefit company, we are ahead of our targets.
We used **79% of recycled fibers** in our production, with **23% coming from our take-back loop**.

We carry out our activities in order to **guarantee and defend gender balance** trying to have a real and useful impact on society.

Every step forward brings new opportunities to grow and learn. Sustainability is not a finish line - it's a journey. And while we've made great strides, we know there is still so much more to accomplish.

Rifò Team

Our 2024 in review

3.5 tons
of garments collected

+ 100
products with DPP

79%
recycled fibers used

23%
from our take-back service

7 migrants
involved in our social project *Nei Nostri Panni*





WHAT WE BELIEVE IN

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

2. We believe in ***our territory***, which has inherited a vast ***textile tradition*** for generations.

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 in both the community and individuals, who have the ***power to change*** things in their small way.

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 first hand experience.

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



Who we are

1.1 Circular fashion made in Italy
1.2 Sustainability strategy chart: a regenerative business model
1.3 Our year in numbers



1.1 CIRCULAR FASHION MADE IN ITALY

We are a circular fashion brand that designs clothing and accessories from recycled and recyclable natural materials.

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**
  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 prioritize ethical 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 production revenues into social impact projects that benefit our local area.

Our milestones

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.

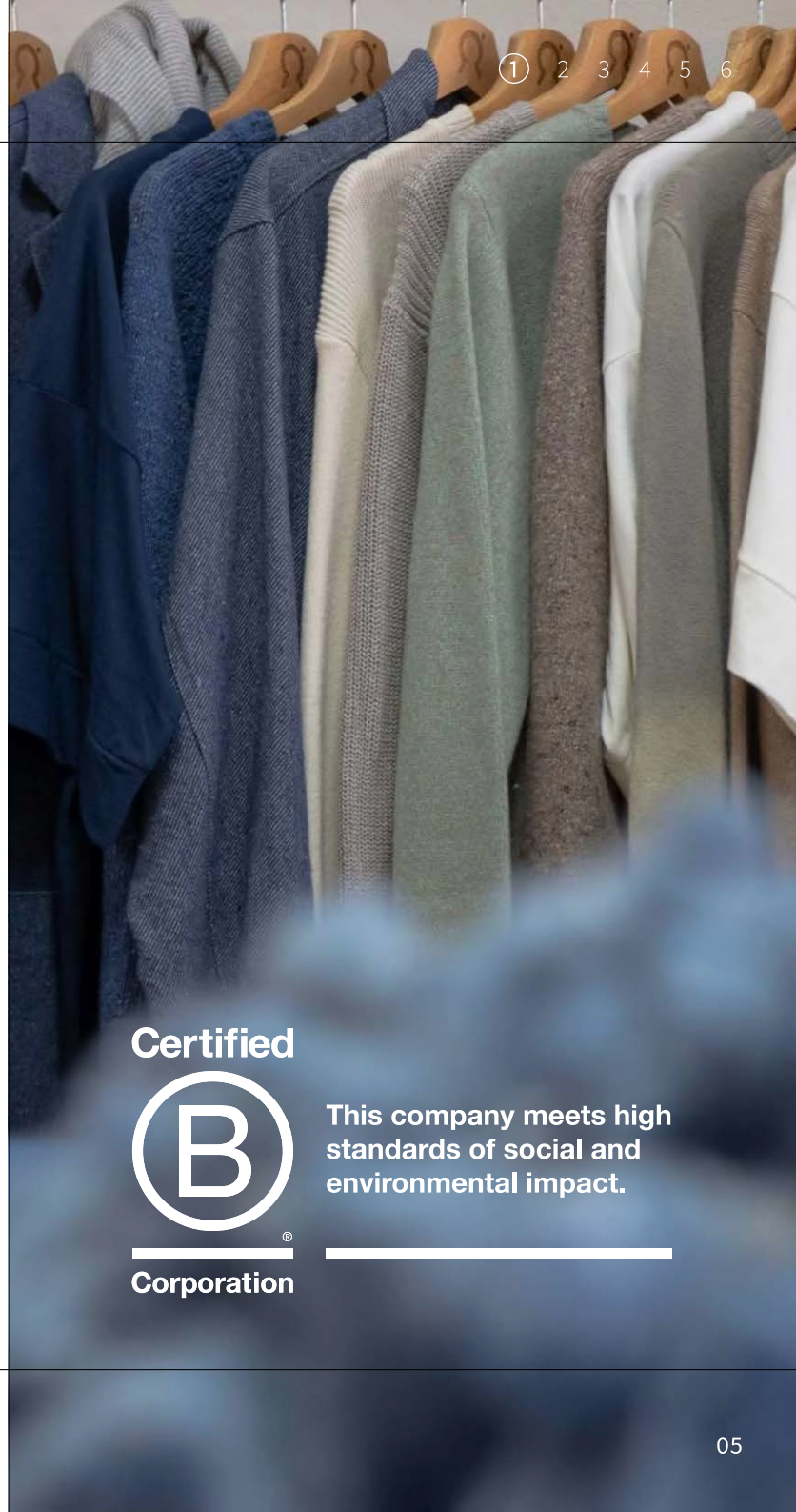
2023 September → Introduction of digital product passports.
December → Opening of our first temporary shop in Milan.

2024 June → Debut of recycled linen & viscose collections.
July → New B Corp certification achieved: 127.1 points.
November → Opening of our temporary shops in Milan and Rome.

1.2 SUSTAINABILITY STRATEGY CHART: A REGENERATIVE BUSINESS MODEL

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.





For us, this recognition means continuing to cultivate our regenerative business model, which is based on:

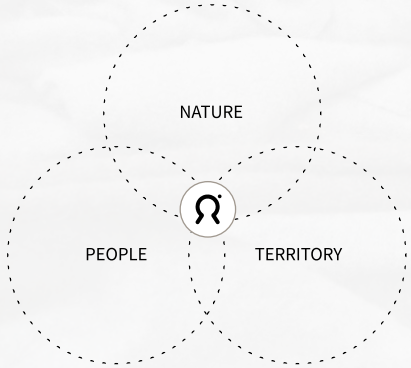
Collecting pre-consumer and post-consumer textile waste, directly or indirectly.

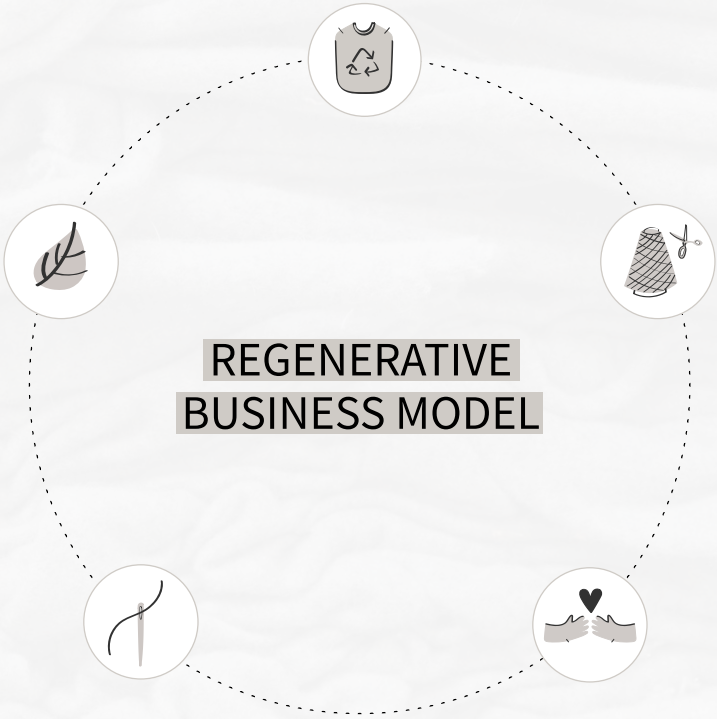
Transforming waste into new yarns and locally producing recyclable garments.

Selling internationally while donating a percentage of our revenues to social impact projects.

Offering free repair services for up to three years and taking back used Rifò garments to restart the process.

Returning garments to nature when they can no longer be recycled—allowing them to become fertilizer for plants.





We believe in the *power of nature.*

We use bidegradable fibers for their circularity—after wearing they can return to the earth to sustain the cycle.

We believe in the *power of our territory.*

We believe in giving back to the land that has given us so much. By combining innovation with tradition, we ensure that the heritage of our *cenciaioli* (ragmen) continues to thrive.

Finally, we believe in the *power of our team.*

We invest in people, creating a work environment where everyone can grow and fulfill their potential—because real change starts from within.

Our 2024 in numbers

Planet

68,012
Made in Italy circular clothes and accessories



12.8 tons
recycled and recyclable textile fibers



23%
of post-consumer textile waste directly collected with our take-back service

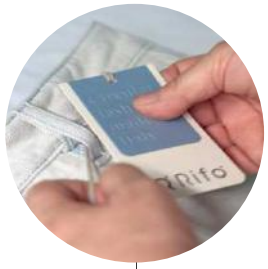




25
members of the team



228
collection points for used clothes in Italy and Central Europe



405
reselling shops all over the world



7
vulnerable migrants trained through *Nei Nostri Panni* Project

People



Our circular materials

2.1 Yarns & fabrics
2.2 Certifications

2.1 YARNS & FABRICS

We prioritize **biodegradable materials with recycled fibers**. While using recycled materials is a short-term sustainable choice, our goal is to create garments that are both **fully recyclable and compostable**. Here are the yarns and fabrics used in our 2024 collection:



Recycled cashmere

95% recycled cashmere
5% recycled wool

SUPPLIER: Filpucci / Gori Alberto

RECYCLABLE POTENTIAL: ♺♺♺

65% Recycled post-consumer
35% Recycled pre-consumer

-66% WATER -67% ENERGY -85% CO_2

Global Recycled Standard



Recycled wool

100% recycled wool

SUPPLIER: Filpucci

RECYCLABLE POTENTIAL: ♺♺♺

100% Recycled pre-consumer

-99% WATER -76% ENERGY -92% CO_2

Global Recycled Standard



Light cashmere

70% recycled cashmere,
25% cashmere, 5% wool

SUPPLIER: Filpucci

RECYCLABLE POTENTIAL: ♺♺♺

43% Recycled post-consumer
57% Recycled pre-consumer

-40% WATER -39% ENERGY -55% CO_2

Global Recycled Standard RWS



Recycled wool fabric

62% recycled wool
38% recycled polyamide

SUPPLIER: Mapel

RECYCLABLE POTENTIAL: ♺

100% Recycled post-consumer

Global Recycled Standard

For recycled cashmere, recycled wool and light cashmere: data sourced from verified LCA studies conducted by Process Factory (4sustainability®)



Recycled & organic cotton

50% recycled cotton
50% organic cotton

SUPPLIER: Belda Llorens

RECYCLABLE POTENTIAL:

100% Recycled pre-consumer

-43% WATER | -42% ENERGY | -44% CO_2 | -99% CHEMICALS

Data sourced from verified LCA studies conducted by Aitex Textile Research Institute



Recycled & conventional cotton

45-60% recycled cotton
55-40% cotton

SUPPLIER: Marchi e Fildi

RECYCLABLE POTENTIAL:

100% Recycled pre-consumer

-67% WATER | -38% ENERGY | -34% CO_2 | -60% CHEMICALS

Data sourced from verified LCA studies conducted by ICEA



Twill denim

24% recycled cotton
76% Regenagri* Cotton

SUPPLIER: Candiani Denim

RECYCLABLE POTENTIAL:

100% Recycled post-consumer

**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.



Recycled denim

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

SUPPLIER: Pinori

RECYCLABLE POTENTIAL:

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



Recycled silk

100% recycled silk

SUPPLIER: Torcitura di Domaso

RECYCLABLE POTENTIAL: ♺♺

100% Recycled pre-consumer

Global Recycled Standard



Recycled linen

100% recycled linen

SUPPLIER: Iafil

RECYCLABLE POTENTIAL: ♺

100% Recycled pre-consumer

Global Recycled Standard OEKO TEX STANDARD 100



Recycled viscose

20% recycled viscose
80% ECOVERO™ viscose

SUPPLIER: Belda Llorens

RECYCLABLE POTENTIAL: ♺

100% Recycled pre-consumer

Global Recycled Standard OEKO TEX STANDARD 100 FSC

We purchase **75%** of our **yarns and fabrics** from suppliers whose production processes take place in **Italy**, mainly in the textile district of Prato.

While **recycled fibers' origins** are the following:

POST-CONSUMER

67% EU

33% Rest of World



PRE-CONSUMER

58% EU

42% Rest of World



Recyclable materials contain **at least 95% of a single fiber**, as mechanical recycling remains the primary industrial process, while chemical recycling is not yet a viable option.

In 2024, 97% of our total production used **mono-material yarns**, with only 3% consisting of **mixed fibers**.

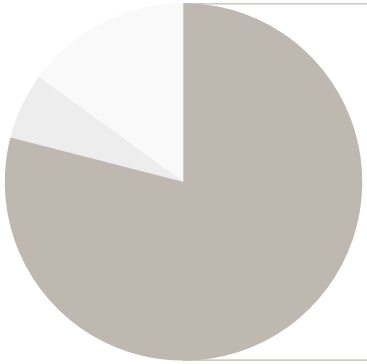
97% PURE

3% MIXED

79% RECYCLED

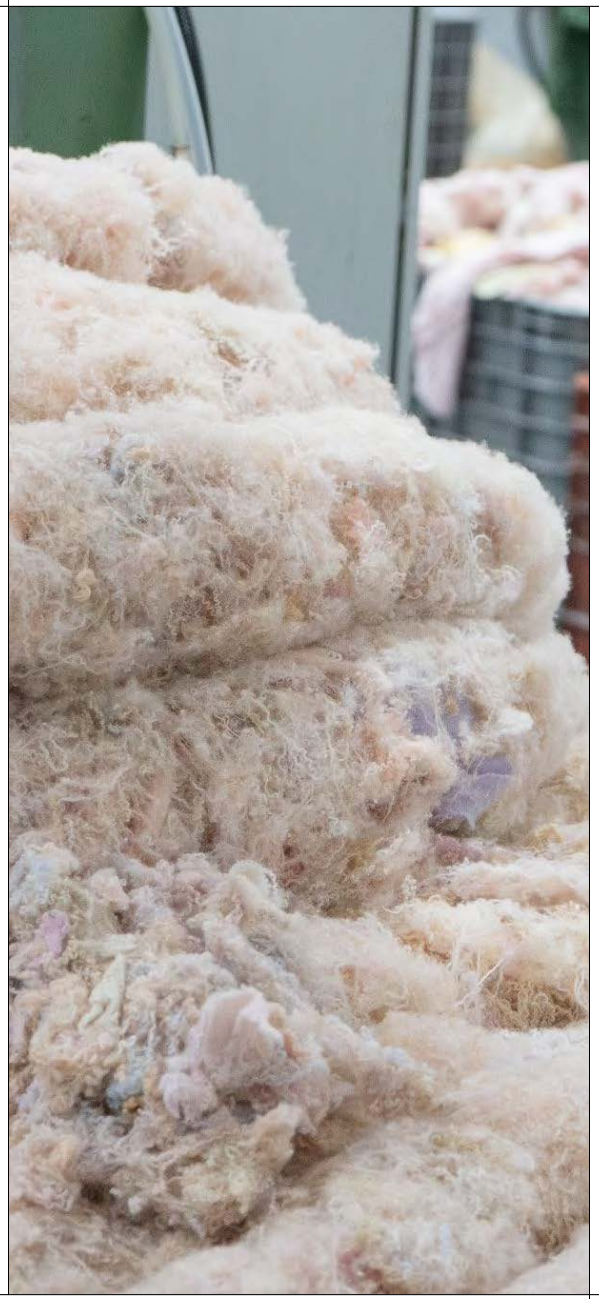
6% ORGANIC

15% CONVENTIONAL

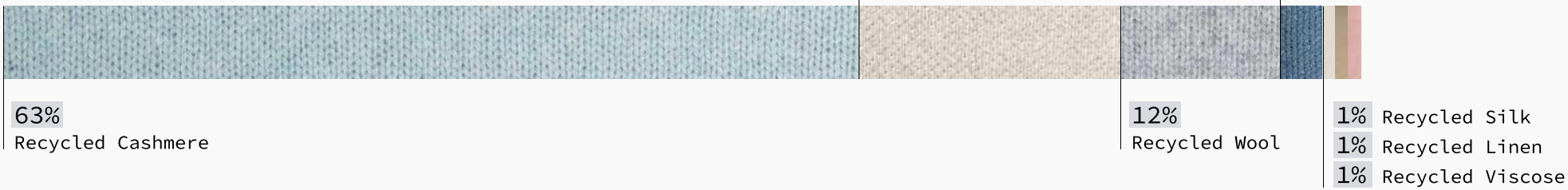


On a total yarn consumption of 16,727 kgs, 79% (13,178 kgs) came from **recycled fibers**. The rest came from **organic and conventional fibers**.

*The percentages we use refer to production volumes.



The recycled materials we mainly used are **cashmere and wool:**



Of these **recycled fibers:**



47% were pre-consumer*



53% were post-consumer

*We consider all production leftovers and unsold stock as pre-consumer waste.

Whereas for **virgin and organic fibers**, we mainly worked with cotton:

82% Cotton
11% Viscose
5% Other fibers
2% Wool



The amount of **recycled fibers** we used in our production in 2024 **corresponds to***:

* The equivalence is intended to give an idea of the quantity of recycled fibers we used in our production. It does not correspond to an actual amount of garments used in the recycling process.



Recycled cashmere

23,484

OLD SWEATERS



Recycled wool

9,244

OLD SWEATERS



Recycled denim

410

OLD PAIRS OF JEANS



Recycled cotton

11,654

OLD T-SHIRTS



Recycled viscose

2,833

OLD BLOUSES



Recycled linen

887

OLD SHIRTS



Recycled silk

1,000

OLD SHIRTS

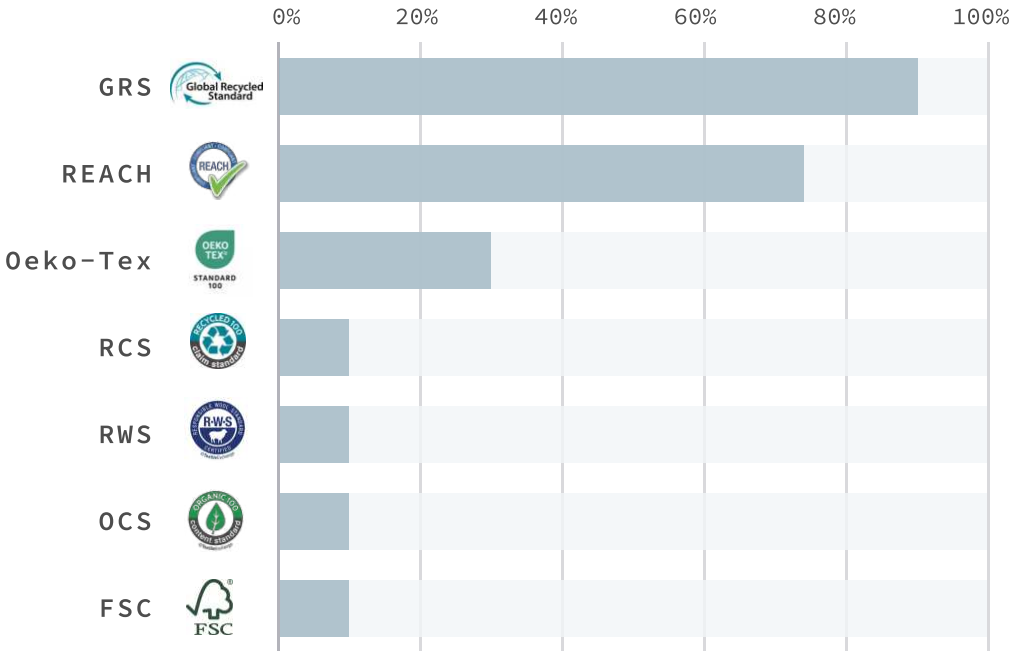
2.2 CERTIFICATIONS

In 2024, **100% of our main materials*** were certified to international standards: 9 of them were certified to GRS, while 1 material was certified to RCS.

We require Global Recycled Standard (GRS) for **traceability and recyclability** and REACH to ensure our production is **free from hazardous chemicals**.

For our **recycled viscose yarn**, it was essential that the virgin portion held FSC (Forest Stewardship Council) certification, guaranteeing responsible sourcing.

Specifically, the 10 materials we use the most in our production hold the following certifications:

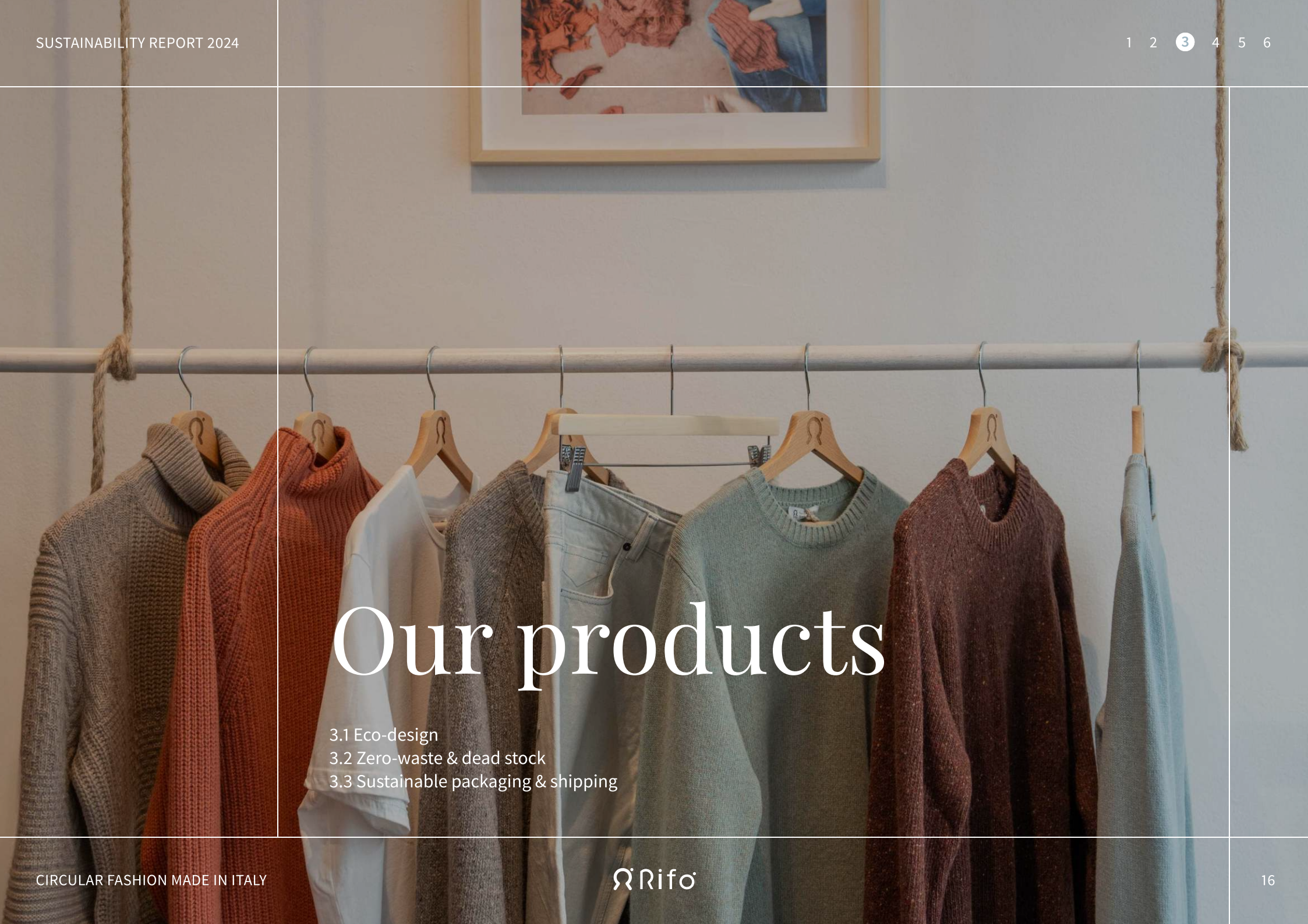


*We have considered the 10 most used materials in our production, which account for 99% of it.



Finally, **Life Cycle Assessment**s (LCAs) play a crucial role in evaluating the impact of recycled yarns compared to virgin fibers.

Reinforcing our **commitment to transparency and sustainability**, **95.8%** of our recycled production is **certified with an LCA**.



Our products

3.1 Eco-design
3.2 Zero-waste & dead stock
3.3 Sustainable packaging & shipping

3.1 ECO-DESIGN

Design plays a crucial role in creating a *circular economy*.
Circularity starts when we design and then produce a garment which is *100% recyclable and made to last*.

We design our products following eco-design principles:

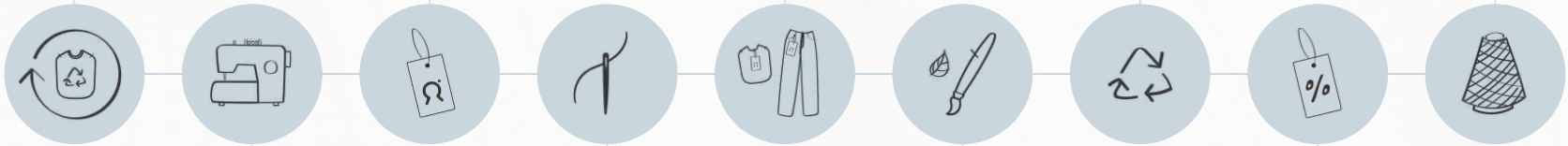
CIRCULAR MATERIALS
Pure and biodegradable, with at least 50% recycled content and 100% recyclable.

TRACEABILITY
Provided with a Digital Product Passport (DPP).

LIMITED NUMBER OF COLLECTIONS
We have just two collections per year (S/S and F/W), carrying over at least 50% of the designs.

GRS-CERTIFIED ACCESSORIES
We use recycled polyester zippers and labels.

MONO-MATERIAL STITCHING
Sewn mostly with thread yarn of the same composition as the garment, so they can be recyclable



TIMELESS DESIGN
Our styles are classics, they do not follow trends and are designed to last over the years.

REPAIRING SERVICE
Love Lasts initiative covers products for 3 years from the purchase date, offering free repair for manufacturing defects.

NO OVER-DYING
For the majority of our collection, we select colors from old clothes and production scraps, eliminating the need to re-dye the yarns.

FAIR PRICING
Transparent prices, following a pre-order model and a “no seasonal sales” policy.

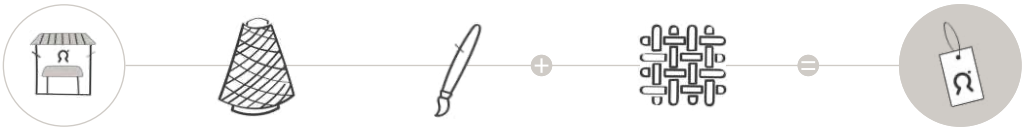
by 2026

We will increase the percentage of **carryover designs to 70%** and **replace recycled polyester labels with cotton ones.**
Our ultimate goal is to **become completely polyester-free.**

3.2 ZERO-WASTE & DEAD STOCK

We are committed to giving new life to our leftover yarns and fabrics. We never throw them away; instead, we use them to create our *zero-waste* products.

In 2024, we used materials **from previous productions** for a total of:



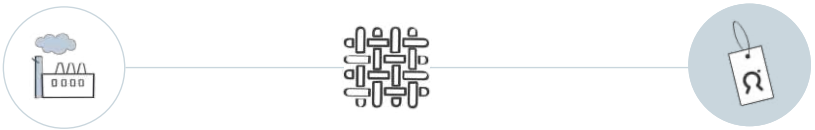
335 CONES
of surplus recycled cashmere yarn

in 60 colors

10 METERS
of recycled denim fabric leftovers

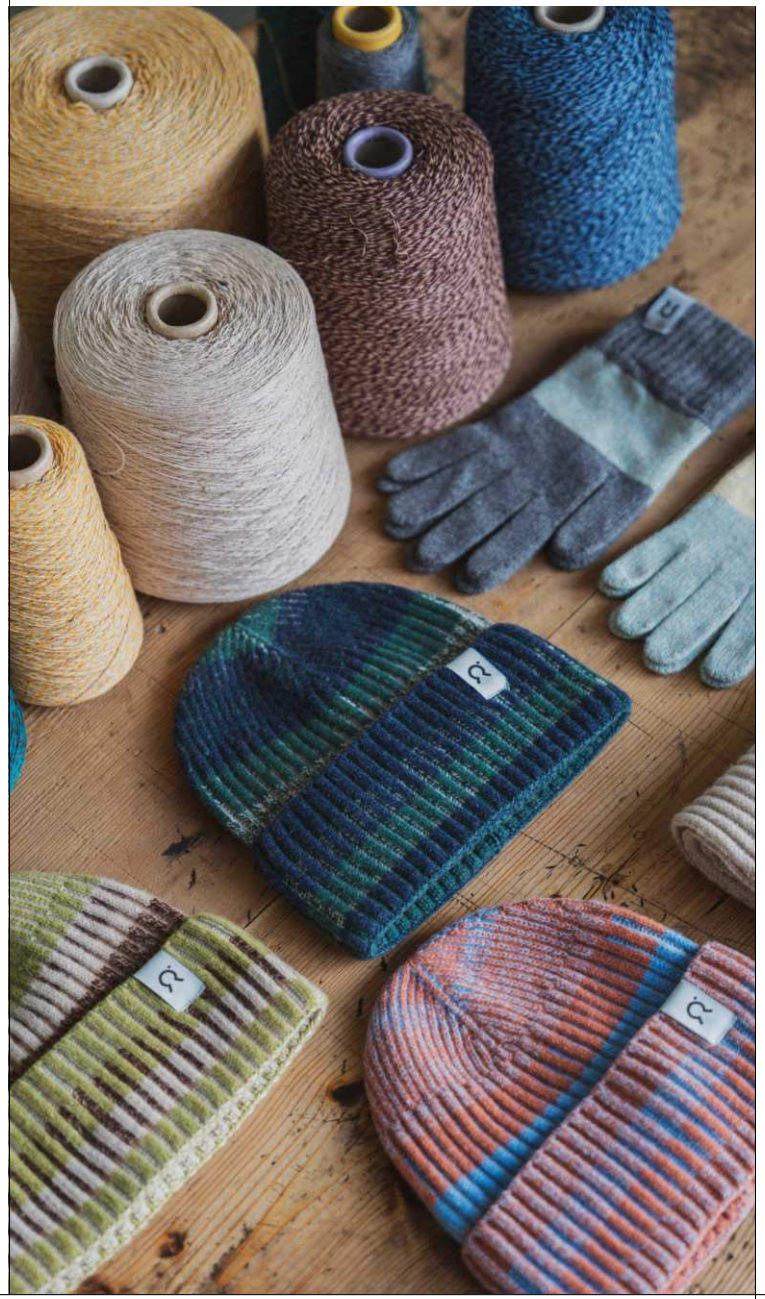
1,404 ZERO-WASTE PRODUCTS

Moreover, in 2024 we used fabrics collected **from companies in our textile district** for a total of:



440 METERS
of dead stock fabrics made from 100% cotton

372 DEAD STOCK PRODUCTS
in a limited edition for our 2025 SS collection

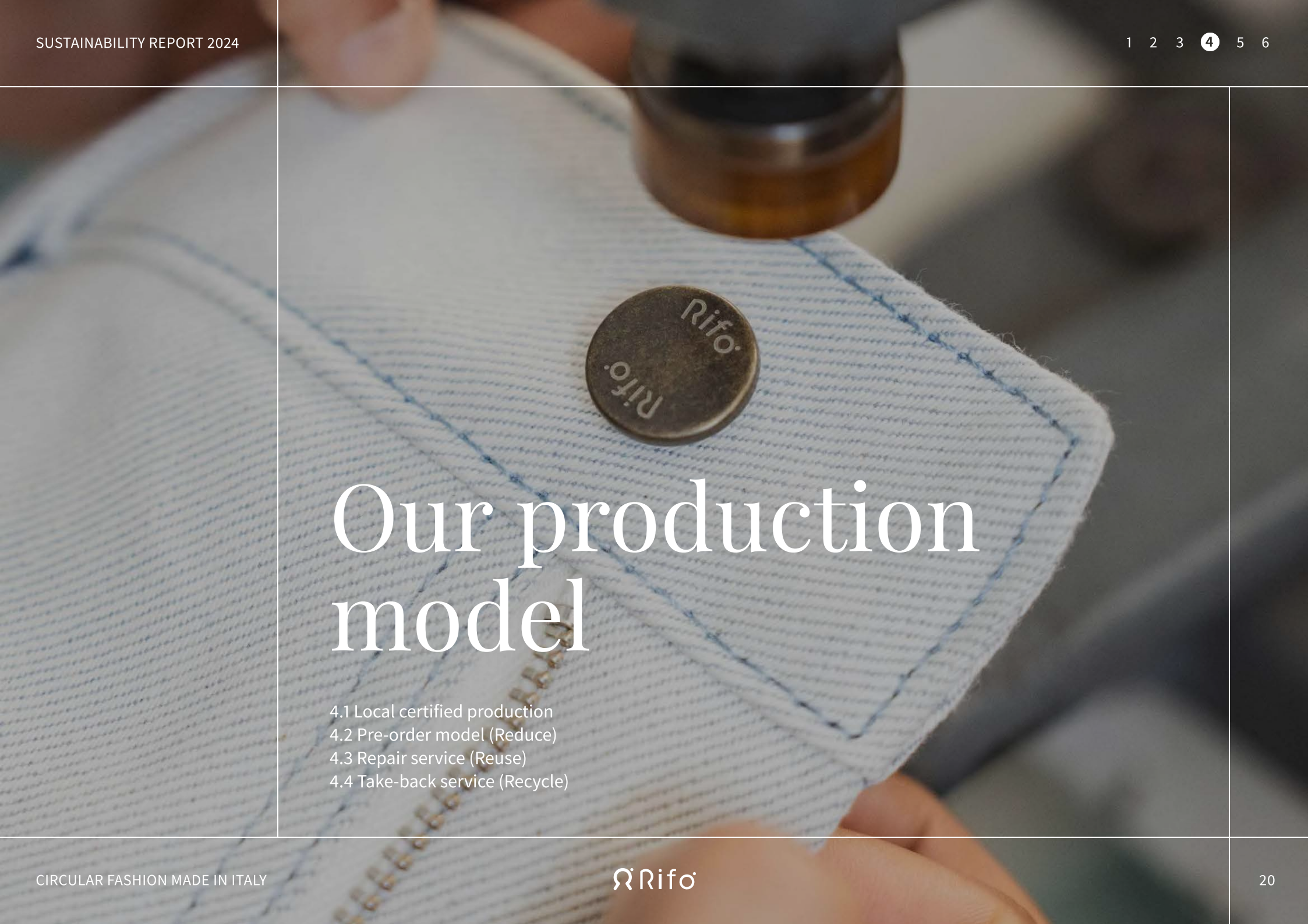


3.3 SUSTAINABLE PACKAGING & SHIPPING

As a circular fashion brand, our circularity principles are not limited to our products but also to our packaging and shipping policies:



	**RECYCLED TRIMS & PACKAGING**	All our tagging, packaging, and shipping materials are recycled, with **75% of them made from certified FSC materials**. *This is the proportion of FSC-certified items (21 out of 28) within our packaging materials.
	**MULTIPURPOSE PACKAGING**	As an alternative to disposable cardboard boxes we designed Fluffypack, an innovative reusable packaging made from felt. This material is produced by Manifattura Maiano by recycling mixed textile fibers that we inadvertently* collect through our circular service. In 2024, we used **919 Fluffypacks in three different sizes,** accounting for almost **7% of our shipped packages**. *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.
	**REUSABLE SHOPPING BAGS**	Our shoppers are made with 100% recycled cotton, GRS certified from Turkey. In 2024, we produced **4,000 of them in two different sizes**.
	**PAID RETURNS**	In May 2024, we decided to **remove free returns in our e-commerce** to encourage our customers to be more aware of their environmental impact. As a result, our **return rates decreased** from 7.3% in 2023 to 6.7% in 2024*. *In 2024, we processed 13,875 orders, marking a 20% increase compared to the 11,590 orders in 2023.
	**LOCAL PICK-UP**	In November 2024, **we introduced InPost**, allowing our customers to collect their orders at designated pick-up points. **9% of our shipments** were made **through this service**, which allows for a **38% reduction* in CO_2 emissions** compared to home deliveries. *According to a study conducted by Politecnico di Milano on the impact of e-commerce shipments.
	**NO PLASTIC**	In our storage rooms, **we don't use plastic bags to store our clothes**, as we want to avoid creating additional waste.
	**SUSTAINABLE GIFT PACKAGING**	We use **leftover yarns or fabrics** from our suppliers to create our gift packages.



Our production model

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

4.1 LOCAL CERTIFIED PRODUCTION

Since the beginning we have concentrated our production in the **textile district of Prato**, with **90%** of our 2024 production taking place **within 30 kms from our office**.

Producing locally allows us to:

REDUCE OUR TRANSPORTATION IMPACT
In 2024, we consumed **15.04 tons of CO_2**, significantly lower than our industry benchmarks.

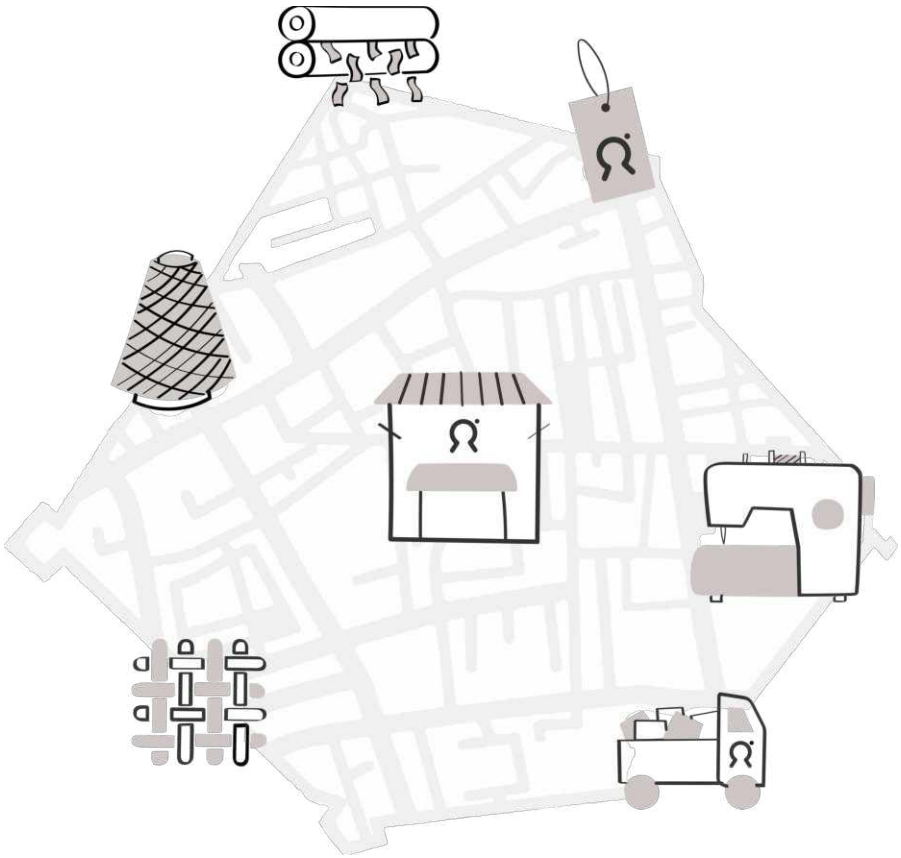
> Transport-related emissions in the fast fashion sector are rapidly increasing. For instance, a **fast fashion brand is estimated to generate 54,000 tons of CO_2 from air transport and an additional 64,000 tons from maritime transport***.

SUPPORT OUR LOCAL ECONOMY
By generating employment opportunities in the textile district and collaborating directly with **40 small businesses** (Tier 1) - a 48% increase from 2023.

REDUCE OUR PRODUCTION LEAD TIME
By producing in around three to five weeks from when the fabrics and yarns are available. This allows us to **be agile and produce through our pre-sale model**. On average we produce in batches of 100 pieces to **avoid overproduction**.

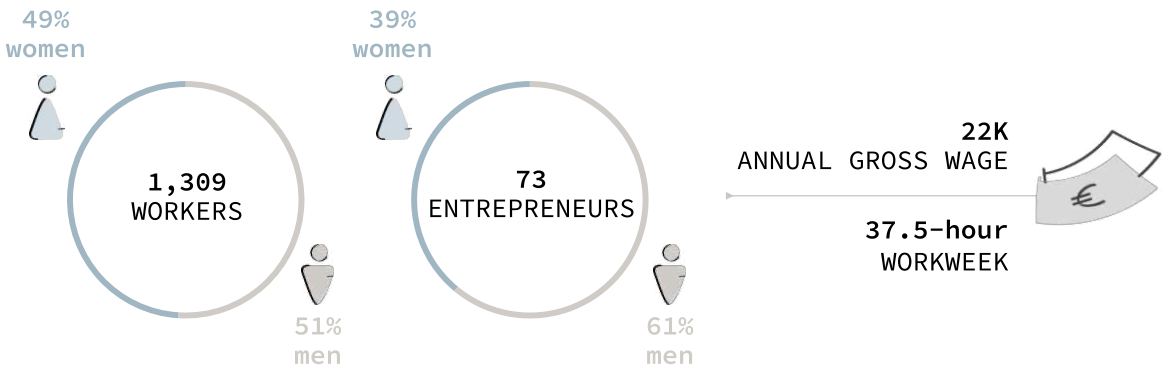
HAVE A CLOSE AND COLLABORATIVE RELATIONSHIPS WITH OUR SUPPLIERS
Thanks to which we can promptly address any production issues. In fact, we monitor all the production steps involved in the making of our garments, **ensuring quality control and ethical working conditions**.

PRESERVE LOCAL TEXTILE TRADITIONS
And contribute to **made in Italy production**.



*https://valori.it/inditex-emissioni-trasporto-aereo-fondazione-finanza-etica/

Our supply chain comprises **64 companies** (from Tier 1 to Tier 3):





Our suppliers are committed to the same principles and values as us.

We ask them to sign a Code of Conduct respecting the five principles of the International Labour Organization (ILO).

In addition, our suppliers' production facilities are controlled monthly by our production team. Every semester we collect information from them regarding:

- Safety procedures;
- Tax contributions;
- Regulatory compliance;
- Fair Wages and working hours and conditions;
- Sustainability practices.

In 2024 we also audited with Bureau Veritas **4 first-and second-tier suppliers** identifying **only 5 non-conformities* out of a total of 82 checks conducted**.
Thanks to corrective action plans, 100% of these issues have already been resolved.

Finally, we adopt **responsible purchasing practices** towards all our suppliers, they are summarized in our Common Framework for Responsible Purchasing Practices.

* They were related to safety procedures.

4.2 PRE-ORDER MODEL (Reduce)

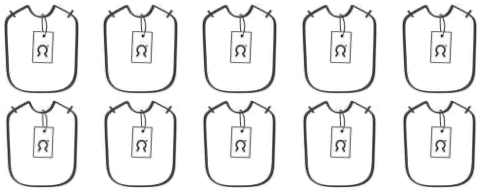
Thanks to our local production we implemented our unique pre-order model which is aimed at *producing only what our customers really need.*

Our online pre-order lasts **8 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 applied decreases.
We offer a discount to **reward the sustainable choice** of those who wait for their garment to be produced.

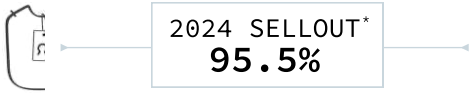
In 2024, we launched **62% of our styles** with a pre-order.

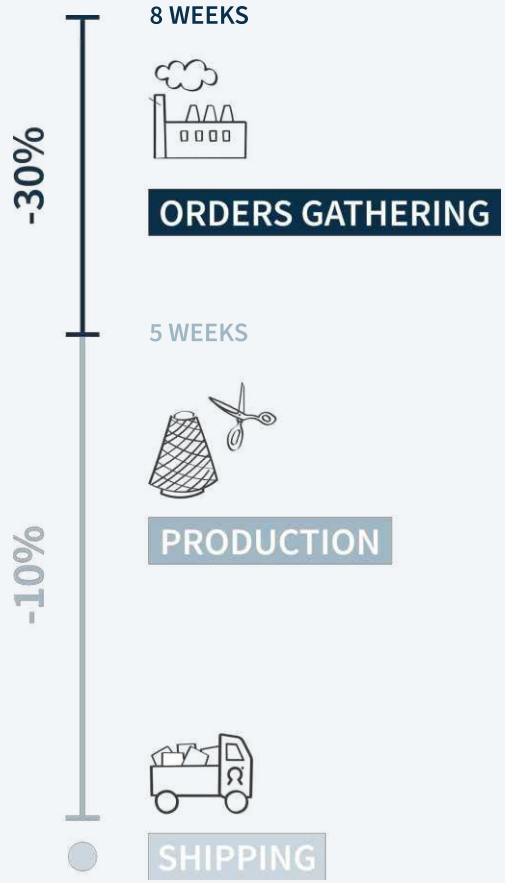
As a result of this, in 2024 we reached our goal of **< 5% of garments left in stock** at the end of the year:

TOTAL PRODUCTION:
68,012 garments and accessories



TOTAL STOCK AT THE END OF THE YEAR:
3,014 garments and accessories





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



NO SALES | FAIR PRICES, ALWAYS

In addition, 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 sustainable garment has to last in terms of quality but also price and value.

In 2024 we achieved great results in this perspective, **18% of our sales** came from past collections while **5.6%** fromour Archive Sale section.*

* It is a section on our e-commerce dedicated to a limited number of old styles that we still have left in stock.



In conclusion, this model ensures *responsible production* and *minimizes waste*, offering our customers the opportunity to contribute to a more sustainable fashion industry.



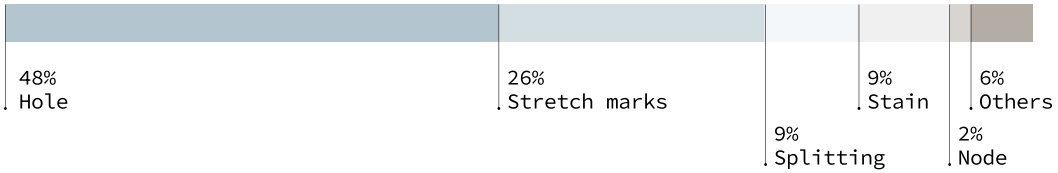
We produce only what's needed.
Less clothes,
more quality.

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 2024, **we repaired 217 garments** which had the following problems:



Moreover, we give people practical tips on a dedicated page on our website to make clothes last longer.



by 2025

We will give our clients the opportunity to sell their old Rifò clothes on our website through a resell platform.

4.4 TAKE-BACK SERVICE (Recycle)

Rifò is a *collaborative circular economy project* involving a broad community of people who can give us their old clothes to be transformed into new yarns.

We started our take-back service in 2019 to offer people the opportunity to give their worn-out clothes a second life in exchange for a discount code. Today it is a **transparent service** that **can be used online and offline** to collect garments of **all brands in wool, cashmere, and denim***.

Here are the results in 2024:

+ 2,500 people
taking part to our take-back service

7067 garments collected
for reuse or recycling

+3,546 kg
of wool, cashmere, and denim cotton

228 collection points
across Europe



*We collect 100% 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.

In 2024, **129 partners contributed to our project** by placing at least one of our boxes in their locations:



Thanks to the contribution of our partners and everyone who joined our project, in **2024 we collected**:

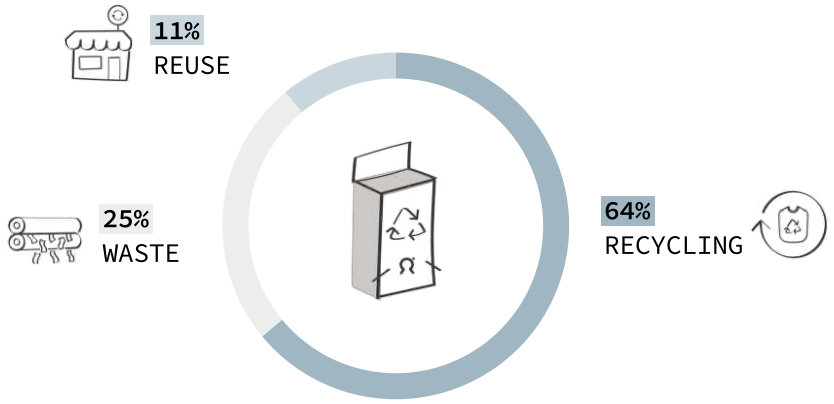
Denim
2504 kgs = **4174 jeans**

Cashmere
287kgs = **955 sweaters**

Wool
755 kgs = **1938 sweaters**

25 % of the garments we collected **didn't meet our composition requirements.** As mentioned before, these clothes will be **downcycled into our Fluffypack packaging**.

While **11%** of what we collected was reused and ended up in **And Circular's second hand shops.**



by 2025

We will **add 100% cotton sweaters collection** and introduce a **blockchain solution** in order to **provide end-to-end traceability.**



Our results aligned with the SDGs

5.1 Reduce our environmental impact
5.2 Increase our social impact

GOALS DASHBOARD



GOAL	KPI	TARGET 2024	RESULT IN 2024	TARGET 2025	SDGS
Innovate production processes, recovering methods of traditional textile recycling	Percentage of recycled textile fibers used for production	77%	✓ 79%	76%	12
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	15%	✓ 23%	15%	12 13
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	15	✓ 24	20	8 10
Ensure gender equality in the team	Gender balance in positions of responsibility (BOD & BOM)	50%	✓ 55%	50%	5
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	80%	✓ 90%	80%	9 12

5.1 REDUCE OUR ENVIRONMENTAL IMPACT

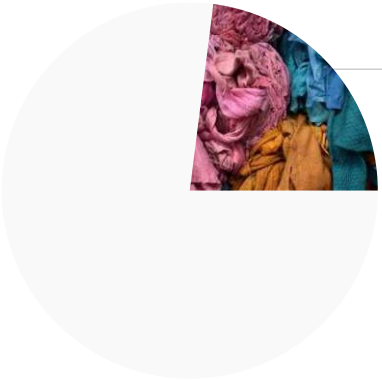
Most of the textile fibers we use for our production are recycled, as **we strive to avoid the extraction of new resources by reusing existing ones**.

In 2024, 79% of the fibers used in our production - 13.1 out of 16.7 tonnes - were recycled. The remaining 21% consisted of virgin fibers, with 6% being organic cotton.
We are committed to **maintaining our goal of innovating fashion by using at least 75% recycled fibers, even as our production increases and our range of textile materials expands**.

IN 2024 — **79%** of recycled fibers used for production

OUR GOAL — **>75%** of recycled fibers used

To ensure **traceability and transparency** in our post-consumer supply chain, we began directly collecting used clothes for our production in 2019.
In 2024, **our take-back service directly collected**:



23% of **recycled textile fibers** used for our **2024 production***

Of which:

100% of post-consumer recycled **denim** fibers

20% of post-consumer recycled **wool** fibers

2% of post-consumer recycled **cashmere** fibers

* These percentages are intended to represent to what extent we have contributed to collecting post-consumer textiles for recycling. The collected garments will be recycled once the minimum quantity required to start the process has been reached.



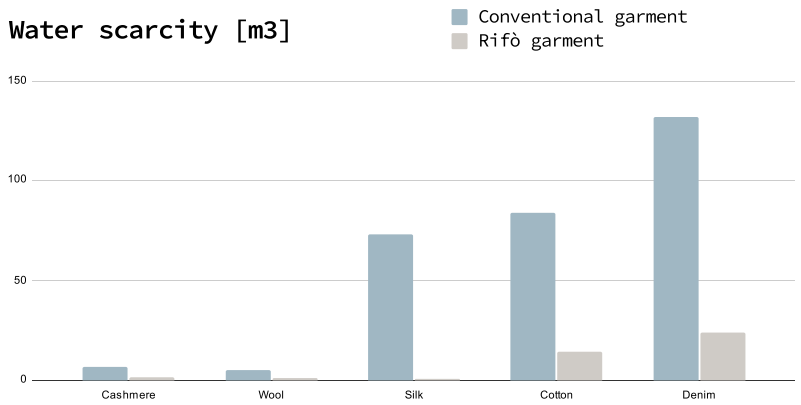
BCome

In 2018, we decided to focus on recycled materials to diminish natural resource use during production phases. Since 2023 we have started to **show traceability information and transparent data on the environmental impact of our 100 best-selling products** in their product sheet on our website.
BCome developed a comprehensive methodology, which is regularly updated in accordance with European Regulations, for the **Life Cycle Assessment (LCA), Benchmark, and Traceability** modules.

Focusing on each impact indicator thanks to Bcome's analysis, we can show how significant are the **environmental savings gained by our circular production**.

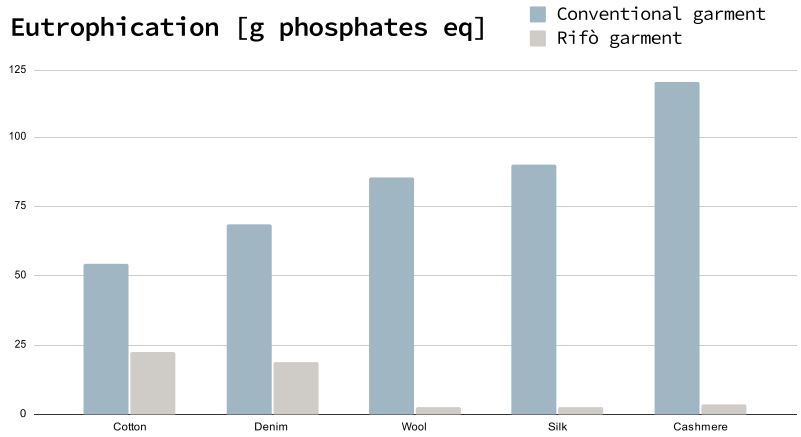


The highest savings in terms of water scarcity are achieved by our garments and accessories made from **recycled cotton and recycled denim yarns** as the cultivation of conventional cotton is water-intensive and causes significant harm.



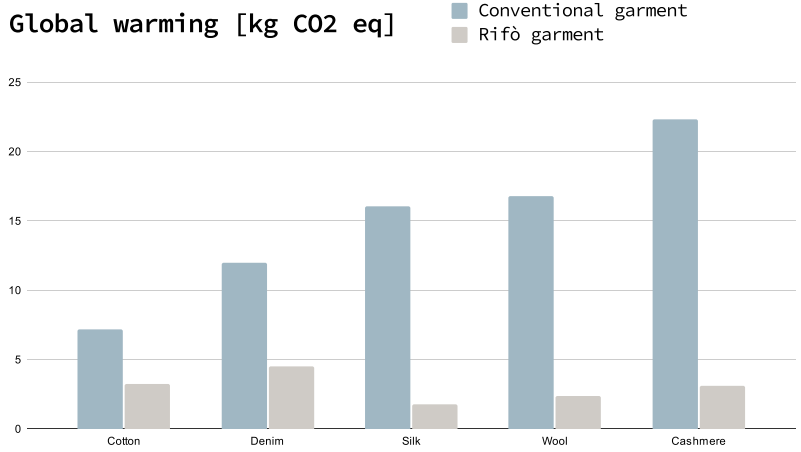


As a result of our efforts to **eliminate potential hazardous chemicals** from our supply chain, our garments also achieve significant reductions in eutrophication.



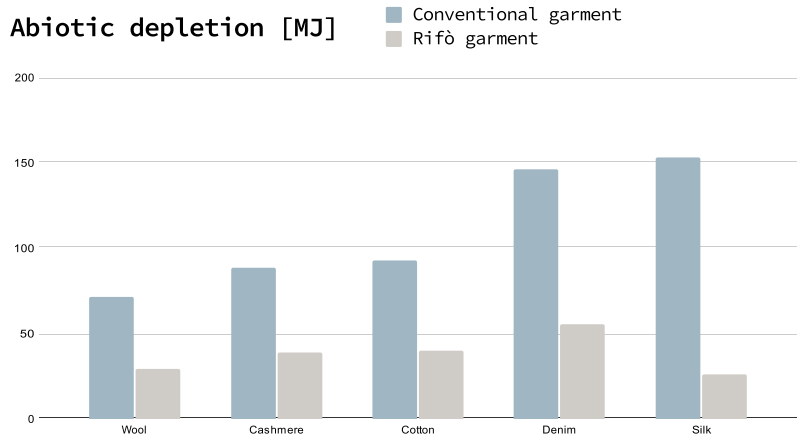


Our garments and accessories made from **recycled cashmere and wool yarns** achieve the highest savings in terms of global warming.





Savings are also achieved in terms of abiotic depletion, which is caused by the **consumption of non-renewable natural resources** for energy production.



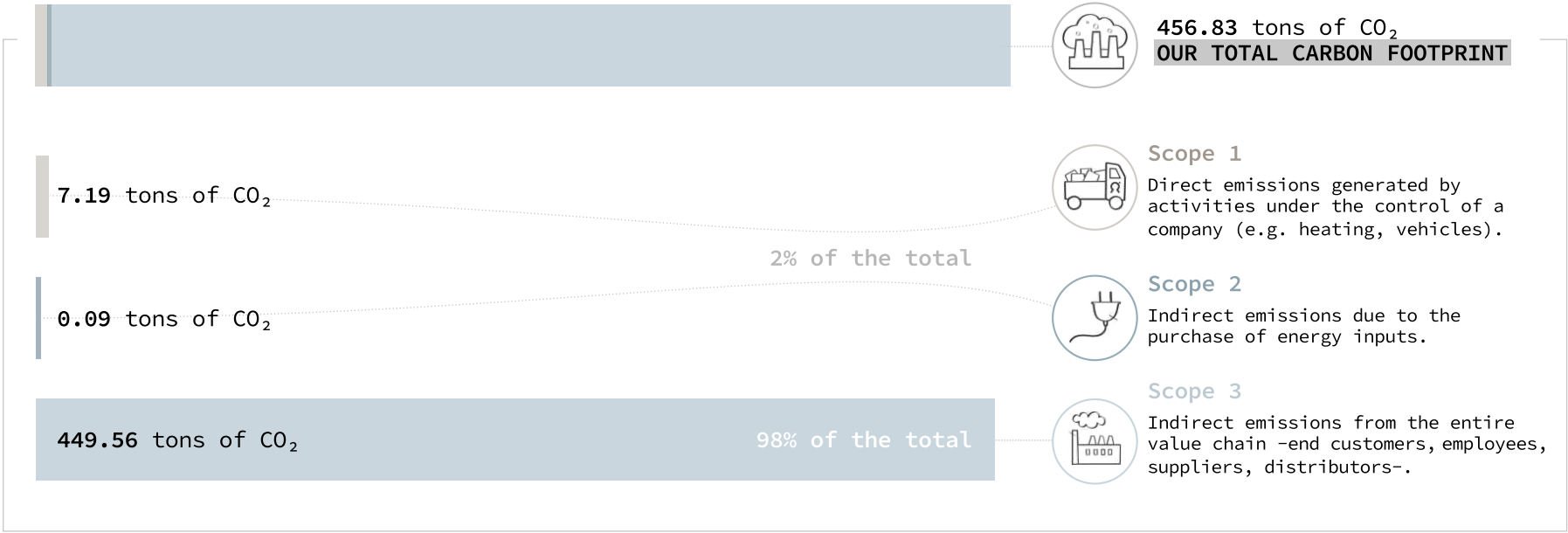
Regarding our direct impact, In 2024, our **total carbon footprint amounted to 457 tons**, excluding the use phase of our products.
By comparison, a brand belonging to the **fast fashion industry** recorded a total carbon footprint of **7.6 million tons,** highlighting our relatively lower impact.*

*Source: https://it.walaw.press/

7.6 million tons
Fast fashion brand

457 tons
•
0,01%
Rifò

In the graph, the carbon footprint has been divided into the three scopes. Scope 1 and 2 emissions together account for only 2% of the total. Most of our impacts (98%) come from **Scope 3 emissions**, generated by **business travels, employee commutes, waste disposal, purchased goods and services**, etc.



5.2 INCREASE OUR SOCIAL IMPACT

Nei Nostri Panni aims at giving jobless migrants, who in some cases have been victims of exploitation, a concrete opportunity to learn artisanal skills that are fading away.

1% of our total revenues are 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 **generational change 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**.

Thanks to **Fondazione Opera Santa Rita**, migrants can count on continuous support from experienced psychotherapists who help them in their social integration process.

In September 2024, a third edition of *Nei Nostri Panni* started in our textile district involving 7 vulnerable migrants. The project is held in two phases, for a **total duration of 7 months**, a first month of **classroom training** and the following **6 months of paid internship** in the local textile companies. The internships will finish in April 2025.

2024 - Third Edition

7 migrants
4 men, 3 women

6 months
paid internship

900€
monthly wage

6 weaving companies
1 knitwear company

Total funds: **60,125€**
Rifò's contribution: **34,000€**

2023 12 migrants

900€ monthly wage

5 sorting companies
7 spinning companies

Total funds: 90,500€
Rifò's contribution: 24,000€

2022 5 migrants

500€ monthly wage

5 sorting companies

Total funds: 24,475€
Rifò's contribution: 15,474€









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.

PARTNERS

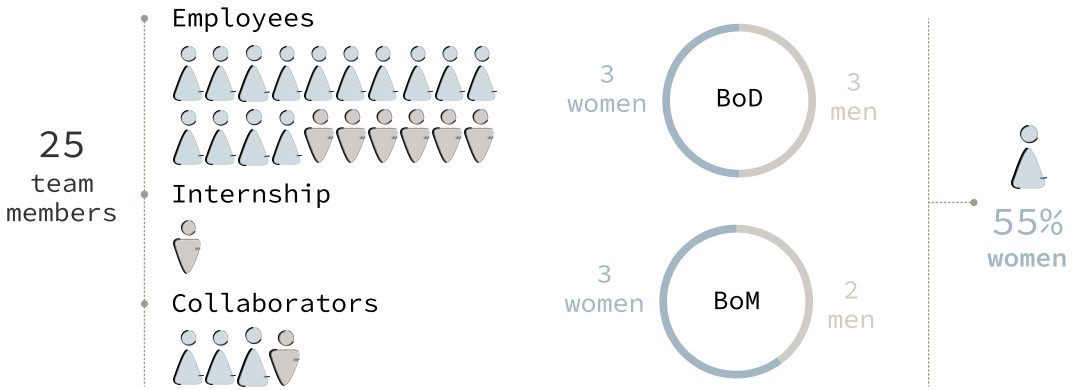
MAIN FUNDERS

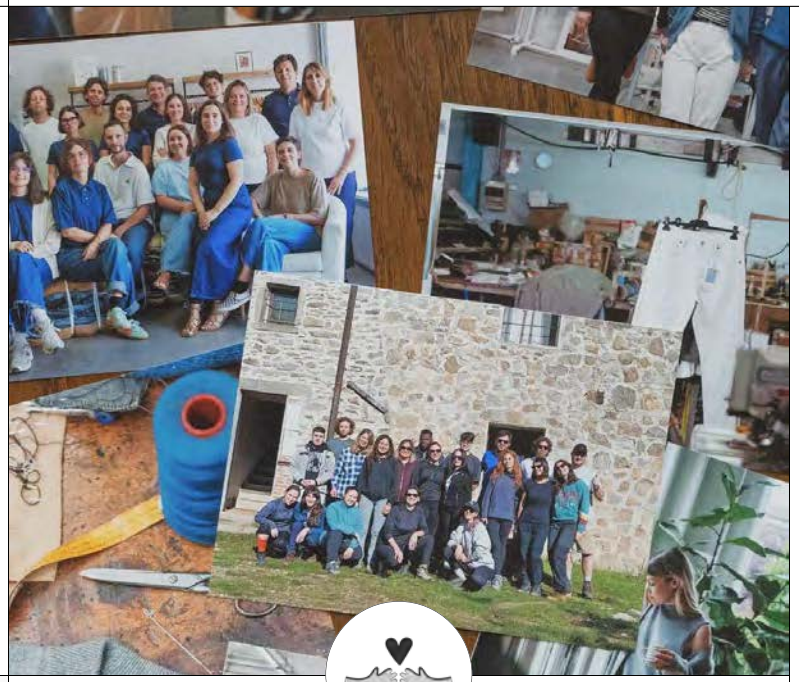
FUNDERS

BENEFICIARIES

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, regardless of race or gender.

100% of our employees are **permanent**

Average age: **30Y**

Gender pay gap = **0**

Wage ratio* = **2.4**

Average net monthly wage: **1,732.01€**

* 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 Bonus & Annual Sustainability Performance Bonus
- Smart working up to 5 days per week, also abroad
- Reimbursement of public transport expenses
- 10 hours of medical assistance covered

6 CONCRETE ACTIONS FOR THE FUTURE



1 Who we are

- We opened our temporary stores in Rome and Milan
- We grew by 20% in our total revenues
- More than 50% of our wholesale revenues came from our foreign distribution

BY 2025

- We will open our permanent store in Milan

BY 2026

- We will move to new headquarters



2 Our circular materials

- We added recycled linen and recycled viscose to our collection
- 23% of our production materials came from our take-back service

BY 2025

- We will use a 100% recycled wool cloth
- We will become a World Fair Trade Organization and GRS certified

BY 2026

- We will become completely polyester-free

BY 2027

- We will add recycled hemp to our collection



3 Our products

- We produced 1,404 zero-waste products and 372 dead stock products
- We increased to 100 the number of products with a DPP (Digital Product Passport)

BY 2025

- We will extend our repair services to other brands' items
- We will increase our carryover designs to 70%

BY 2026

- We will have all our products with a DPP
- We will use only dead stock fabrics for our totes



4 Our circular services

- We collected 3,546 kg of old denim jeans, wool and cashmere sweaters
- We unified the cashmere, wool and denim online collection and expanded it to Europe

BY 2025

- We will add 100% cotton sweaters take-back
- We will introduce a blockchain solution in order to provide end-to-end traceability
- We will implement a Rifò's resell platform



5 Our social impact project

- We trained 7 vulnerable migrants
- We added knitwear producers to this project

BY 2025

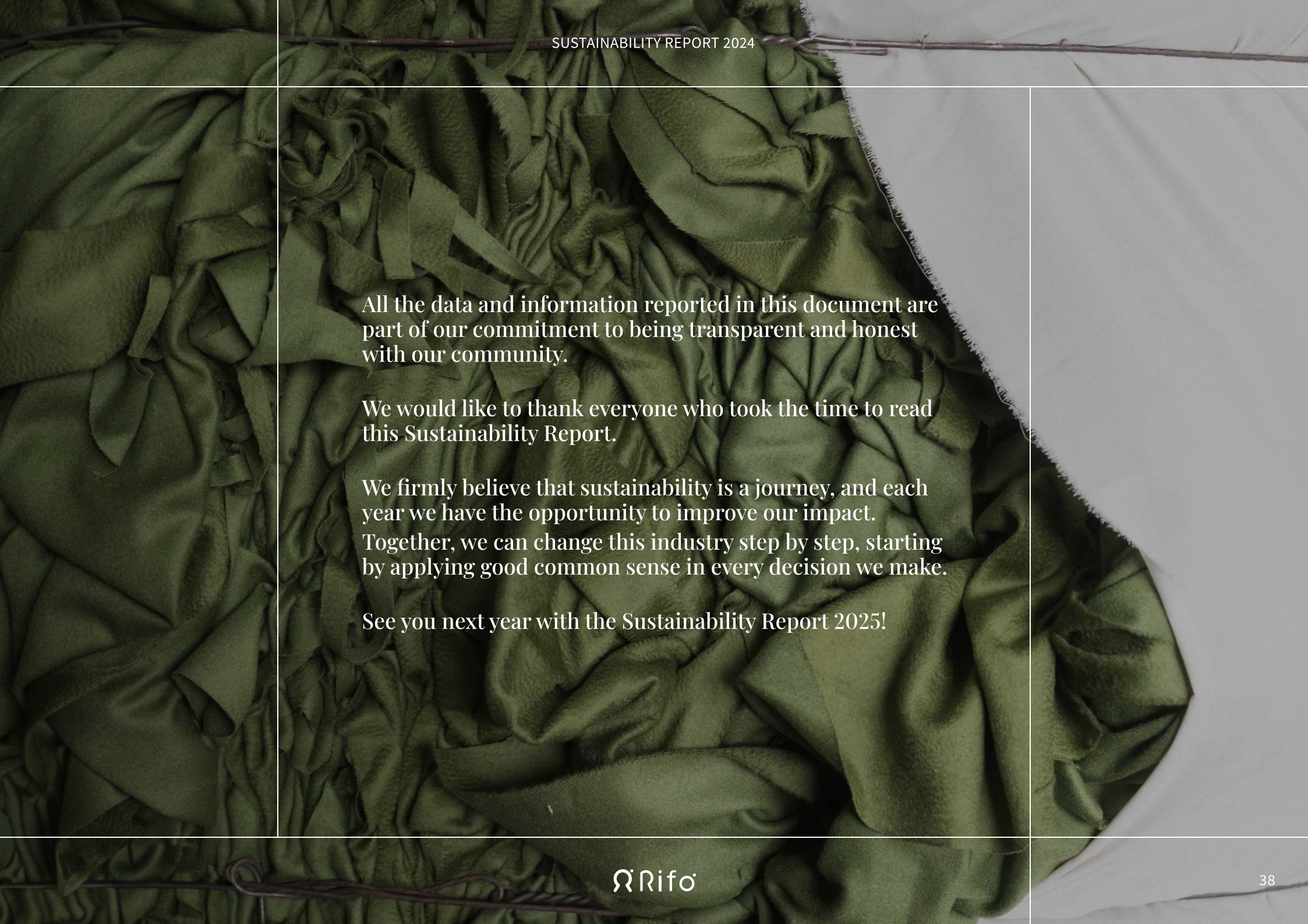
- We will add a mandatory Italian language course for all the migrants

BY 2026

- All migrants will receive social housing assistance

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 took the time to read this Sustainability Report.

We firmly believe that sustainability is a journey, and each year we have the opportunity to improve our impact.
Together, we can change this industry step by step, starting by applying good common sense in every decision we make.

See you next year with the Sustainability Report 2025!



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 2024 (annual)

Publication date of the report: 12 April 2025

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

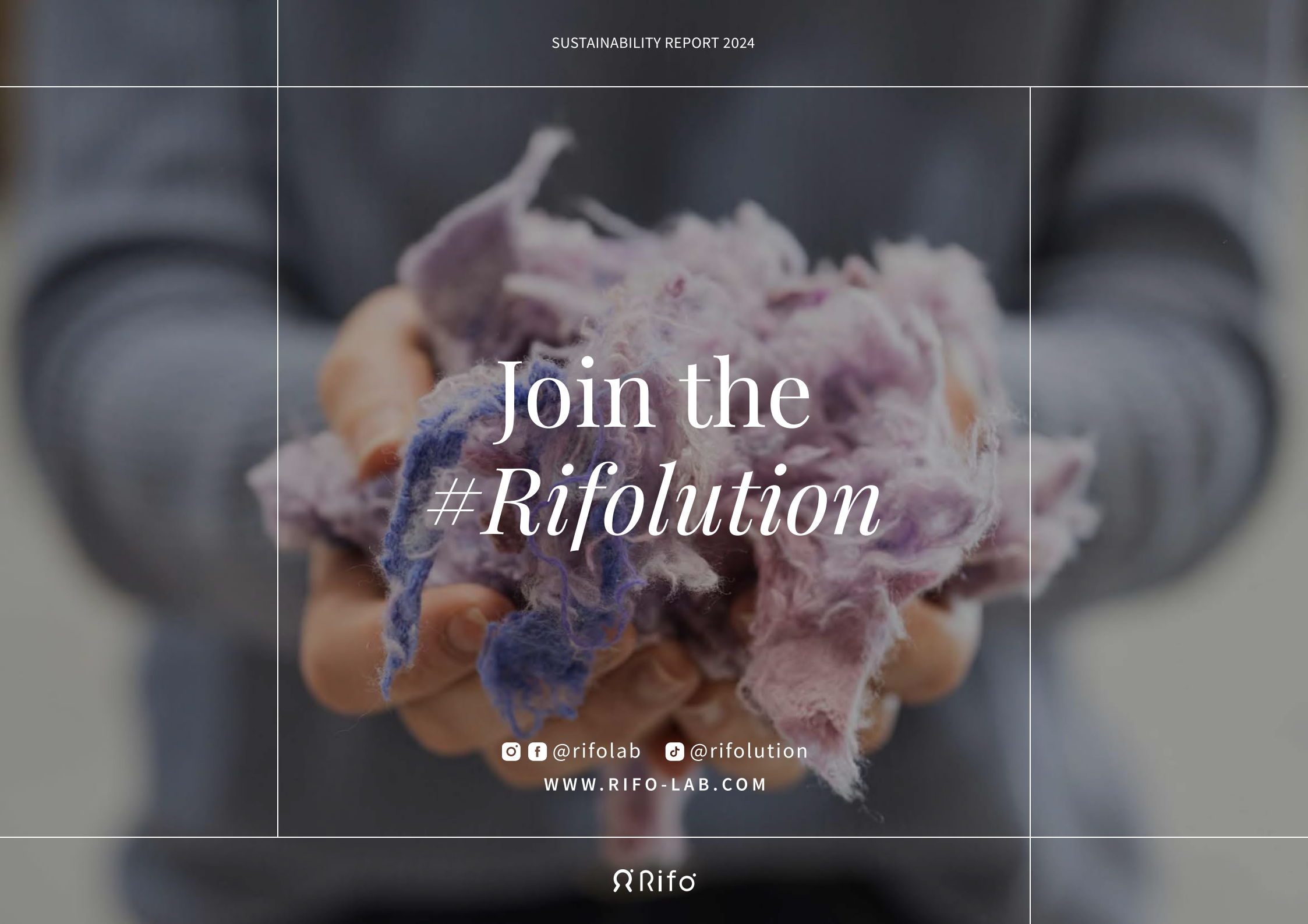
Code of Ethics

Sustainability Policy

ESG Risk Management Policy

Contacts:
Niccolò Cipriani, CEO
ncipriani@rifo-lab.com
Eleonora Marini, Communication Manager
emarini@rifo-lab.com

Written by Rifò Team, Vittoria Rosseti and Alessandro Portolano.
Designed by Gaia Vergari.



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