

# Charter of Values of Sustainability

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ver. 07-2022

**yamamay**  
FORTHEFUTURE



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## Premise

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Yamamay is an Italian leader in the production and distribution of underwear, sleepwear, and beachwear. Founded in 2001, the brand is the epitome of natural youthfulness; an expression of a cheerful and colorful world wherein production innovation and attention to detail are key. Comfort and innovation are at the heart of all the products, as Yamamay continues to occupy a market space that delivers naturally feminine products destined to last a lifetime. The brand considers itself to be bra specialist, and it constantly works to improve their aesthetic characteristics, comfort, and performance. We create and design in compliance with the principles of eco design; primarily about the importance of beautiful and functional products which have a reduced impact on people and the environment. To open up transparently to all our stakeholders, we have decided to voluntarily publish the Sustainability Report starting from 2019. We are determined to provide the best possible service to guarantee an engaging customer experience, destined to foster a genuine relationship between people, our world, and our products.

Yamamay has always been ready for and responsive to change. Over time, various initiatives have been launched in the area of Corporate Social Responsibility and Sustainability, focusing in particular on the product and staff development. At the beginning of 2020, a new Governance structure was defined with the appointment of a Sustainability Manager, a Sustainability Committee and the attribution of specific responsibilities to the Board of Directors on these issues. The Sustainability Charter and the Sustainability Plan, which define priority areas for intervention, were drawn up. In order to achieve comprehensive responsible business management, certain governance models were implemented, such as Corporate Governance and Codes of Ethics and Values. The ultimate goal is to arrive at the creation of sustainable value by means of the Sustainability Plan and the Materiality Matrix, drawn up with the contribution of all stakeholders, as well as the Sustainability Report.

First and foremost TRUST, which means working together and listening in order to create positive, sustainable results, respecting diversity. Then comes PASSION in order to work with motivation and a sense of responsibility in compliance with the objectives and with the desire to be the best on the market. Very important is RESPECT putting people at ease and promoting their wellbeing in order to create a family-like environment, taking everyone's needs into consideration. With INTEGRITY to ensure that behaviour is always ethical and transparent when it comes to every decision taken on a day-to-day basis. For Yamamay, CREATIVITY and INNOVATION mean operating with imagination, originality and a positive spirit in everyday activities, giving great value to product innovation. These are the six values underpinning the Yamamay corporate policy.

Yamamay is aware of the importance of commitments undertaken towards the market and existing legislation, in order to share and communicate their sustainability values and principles and drawn up this "Sustainable Supply Chain Charter of Values" (hereafter Charter of Values) for all partners they work with.

Yamamay undertakes to:

- give priority to: ethics, legality, transparency, anti corruption and respect for the environment, people and human rights;
- involve their supply chain in applying current and future initiatives;
- communicate and report their initiatives in a correct, complete and transparent way;
- promote awareness and training on the theme of sustainability to their employees and as much as possible to their suppliers and the local communities they operate in;

For Yamamay it is fundamental that all the different entities (direct suppliers, distributors, sub- contractors...) they work with directly and indirectly to produce their articles share the same principles and practices to ensure sustainable production and carry on valuable partnerships – in addition to merely complying with national and international legislation – in matters relating to workers' rights, the environment and health and safety.

This document describes the fundamental values that Yamamay have decided to implement in their sustainability strategy and requires that their partners and suppliers comply with and defend to implement the joint project of sustainable production. For this reason we ask that the document is signed by Suppliers as formal proof of their commitment to operate in accordance with the requirements described herein, in the way they are applicable to their business context.

## 1 TRACE – Process traceability and supply chain monitoring

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Inticom S.p.A./Yamamay requires their suppliers to manage the traceability information of their production and supply chain as well as the origin of the raw materials used. Traceability information must document identification and the traceability of production lots of all components/materials in the various phases of transformation.

With a view to extending responsibility to the supply chain Suppliers are also required to evaluate their supply chain on the basis of the social and environmental requirements shared in this document and to monitor the activities and improvements made over time (using audits and/or remote support) in a structured way.

## 2 PEOPLE – Growth of organisational health and social responsibility

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Please refer to ANNEX 4: Supplier Code of Conduct.

## 3 PLANET – Conscious use of resources to reduce environmental impact

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Inticom S.p.A./Yamamay aims to reduce the environmental impact deriving from their business and that of their supply chain.

To this end Suppliers undertake to comply with international, transnational and national laws on matters relating to the environment by obtaining the permits required by current legislation (e.g. authorisation for atmospheric emissions, discharge authorisation etc.) and implement adequate waste management practices. Suppliers also undertake to monitor their consumption and emissions, to evaluate policies and practices to reduce the same in compliance with the joint commitment to fight climate change and reduce the relative environmental impact.

## 4 CHEM - Eliminating toxic and dangerous chemical substances from production processes

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Inticom S.p.A./Yamamay is aware that one of the most significant impacts related to their production activity is due to chemical substances used in their processing cycles. To this end Suppliers are asked to progressively eliminate chemical substances that are toxic and dangerous to humans and the environment from their production processes (internal and/or external), by applying a risk assessment and management system in line with the ZDHC programme (<https://www.roadmapzero.com>).

Suppliers are required to evaluate whether to adopt MRSL ZDHC implementation protocols, such as for example 4sustainability® ([www.4sustainability.it](http://www.4sustainability.it)), Bluesign®, Leather Working Group (LWG) or others to show the implementation level of the steps they have taken to eliminate toxic and dangerous substances in their production cycles.

## 5 MATERIALS – Converting to the use of lower impact materials for sustainable production

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Inticom S.p.A./Yamamay, aware of the social and environmental impact related to extracting raw materials aims to gradually introduce fibres and materials with sustainable characteristics into their production cycle.

Suppliers are requested, where possible to procure raw materials from suppliers that comply with social and environmental responsibility requirements in line with this Charter of Values and acquire certifications or trademarks.

**(If cotton)** Inticom S.p.A./Yamamay requests Suppliers to join the Better Cotton Initiative in order to create an increasingly less polluting supply chain while supporting farming communities socially, environmentally and economically. Other programs can be implemented along with Better Cotton such as GOTS, OCS and other certified cotton.

**(If protein fibres)** Within the scope of the services supplied Suppliers will undertake to procure raw materials of animal origin from farms that ensure the highest standards of animal welfare in compliance with relevant legislation and national rules relating to origin. Suppliers are required to select suppliers that apply “good farming” practices, that do not implement any type of cruelty or mistreatment towards the same in accordance with principles expressed in the 5 freedoms of animal welfare: (<https://webarchive.nationalarchives.gov.uk/20121010012427/http://www.fawc.org.uk/freedoms.htm>).

In line with principles of animal welfare, suppliers are required to purchase RWS, GOTS, ZQ, Nativa, RFA, etc. certified protein fibres.

**(If artificial cellulosic fibres)** Suppliers are required to limit the impact on forests by preserving above all those at risk of extinction. For this reason Suppliers are required to purchase artificial cellulosic fibres that are FSC (Forest Stewardship Council) or PEFC (Programme for the Endorsement of Forest Certification certified), or any other certified fibres.

**(If recycled Raw Materials)** Suppliers are required to favour the procurement of GRS (Global Recycle Standard) and/or RCS (Recycled Content Standard) certified raw materials of recycled pre/post-consumer origin.

In the event of a need for certified raw materials/processes the purchasing department will provide suppliers information relating to the agreed methods and timing and will ask for the relative documentation / transaction certificates (TC).

**(If packaging)** Suppliers are required to favour the use of primary and secondary packaging with special attention to sustainability, for example:

- packaging made from recycled/reused plastic (e.g. plastic wrapping, thin plastic)
- paper and cardboard made from recycled material and/or FSC/PEFC certified
- reusing packaging where possible (e.g. pallets)
- packaging without any toxic or dangerous chemical substances (e.g. phthalate plastics /PVC- free)

**(If metal components)** Suppliers are required to favour the use of metal components with certified origins such as for example RJC COP, RJC CoC, Fair Trade and Fair Mined. Suppliers undertake, where possible to procure raw materials with certified origins or to trace the origin of these metals ensuring that they come from suppliers that comply with current national and international legislation on matters relating to workers' rights, the environment and health and safety.

## 6 RECYCLE – Developing practices to reuse, recycle and sustainable design

Inticom S.p.A./Yamamay favours and supports Suppliers that implement structured practices and projects for a progressive transition towards a circular economy model that have the fundamental aims of minimising waste by developing practices to recycle and reuse as well as constantly applying practices of sustainable design in product development. For this reason Suppliers are invited to share information relating to any ongoing projects and evaluate any possible future partnerships.

### Breach of the Charter of Values

Inticom S.p.A./Yamamay requires their Suppliers to comply with the minimum requirements for compliance with the law and existing legislation with relation to social and environmental responsibility and undertake to comply with the voluntary requirements and standards expressed in the previous points.

### Remote assessment

Inticom S.p.A./Yamamay reserves the right to monitor their supply chain by sending self-assessment questionnaires. Yamamay has chosen to use the 4sustainability® assessment with the aim of collecting evidence and more detailed information on the activities carried out by Suppliers in relation to the requirements described in this Charter, as well as to promote an increasingly transparent policy inside their supply chain. This activity of collecting evidence and information via self-assessment is always carried out in full compliance with respect for the data confidentiality and attention to intellectual property of all suppliers.

### On-site audits

Inticom S.p.A./Yamamay reserves the right to check and confirm compliance with the requirements outlined in this document by carrying out on-site audits at the Suppliers' premises by their own personnel or third-parties appointed by them. Suppliers must keep track of documentation necessary to demonstrate their compliance with this Charter of Values and must be available to receive check-up visits and provide the necessary proof to the people carrying out the audits. Suppliers also undertake to implement any corrective action that may be identified following the audits.

This Charter of Values for suppliers is currently in force in its first version approved in July 2022. By signing this document Suppliers undertake to respect all principles as outlined herein.

Signing this document means signing the "Charter of Values version 07-2022" described in the previous points. Suppliers will return this document signed and sealed within 30 days of receiving it.

Please contact [CSR@yamamay.com](mailto:CSR@yamamay.com) for any technical information/doubt.

Date: \_\_\_\_\_

Supplier's company name: \_\_\_\_\_

Supplier's address : \_\_\_\_\_

VAT Code : \_\_\_\_\_

Seal and Signature for acceptance

**NOTE ON NON APPLICABILITY**

Please report any points that do not apply to this Charter of Values in order to achieve greater transparency and supply chain collaboration

[yamamay.com](http://yamamay.com)