

SHARED PROTOCOL OF THE FASHION INDUSTRY IN ITALY

With this Protocol, Confindustria Moda, the Trade Associations it federates and the national trade unions Femca-Cisl, Filctem-Cgil and Uiltec-Uil intend to offer companies and workers in the Fashion sector a set of measures to be implemented in an appropriate organizational context, to pursue in a climate of collaboration and sharing the goal of combining the primary value of health and safety at work with the resumption of production and all related economic activities, after the blockage provided for by the Prime Ministerial Decree of 10 April 2020. Every worker, pursuant to art. 20 of Legislative Decree 81/08 (Safety Consolidation Act), when entering the company, must comply with all the provisions issued by the Authorities and the Company itself, in order to take care of their own health and safety and that of other people in the workplace.

1. COMPANY COMMITTEE

A Committee is set up in the company for the application and verification of the rules of the regulatory protocol, with the participation of the employer or his delegate, the competent doctor, the prevention and protection service, the trade union safety representative and the company trade union representatives.

2. INFORMATION

The company, through the most suitable and effective methods, informs all workers and anyone entering the company about the provisions of the Authorities, delivering and/or posting at the entrance and in the most visible places of the company premises, special information leaflets.

The company also adopts a programme of information (prior to resumption of work) and training for workers on the safety measures taken to prevent Covid-19 contagion in the working environment and on the precautionary measures to be taken by workers on the way home to work. In particular, the information concerns the obligation to remain at home in the presence of fever (more than 37.5°) or other influenza symptoms and to call their family doctor and the health authority; or the awareness and acceptance of the fact that they cannot enter or remain in the company and that they must promptly declare this if, even after entry, dangerous conditions exist (flu symptoms, temperature, coming from risk areas or contact with people positive for the virus in the previous 14 days, etc.) in which the Authority's measures require them to inform the family doctor and the health authority and to remain at home; or the commitment to comply with all the provisions of the Authorities and the employer in accessing the company (in particular, to maintain a safe distance, to observe the rules of hand hygiene and to behave correctly in terms of hygiene); or the commitment to promptly and responsibly inform the employer of the presence of any influenza symptoms during the performance of work, taking care to stay at a suitable distance from the people present.

3. HOW TO GET TO THE COMPANY AND WORKERS TRANSPORT

It is the obligation on the part of the employees called to enter for the performance of production activities to check the body temperature before leaving home. In case of fever (over 37.5°) or other flu symptoms, they are obliged to stay at home and call

their family doctor and the Health Authority. Before entering the workplace, the staff may be subjected to a body temperature check (with reference to the privacy policy in Annex 1). If this temperature exceeds 37.5°, access to the workplace will not be allowed. Persons in this condition will be temporarily isolated and provided with masks, they will not have to go to the Emergency Room and/or to the infirmaries, but they will have to contact their doctor as soon as possible and follow his indications. The employer shall inform the staff in advance, and those who intend to enter the company, of the foreclosure of access to those who, in the last 14 days, have had contact with people who have tested positive for COVID-19 or come from areas at risk according to WHO instructions. For these cases, reference is made to Decree Law no. 6 of 23/02/2020, art. 1, letter h) and i). Where there is a transport service organized by the company, the safety of workers must be guaranteed and respected along each trip. If this is not possible, alternative solutions must be identified in compliance with the agreements in force. Workers are invited to make the journey home - place of work preferably with their own means of transport, if possible used individually. In the case of using public transport, the workers will always be provided with a protective mask and instructed on the best rules of conduct to reduce as much as possible the occasions of contagion. If a significant number of workers of the company must necessarily use public transport, the company is invited to coordinate with the local authorities (Mayor or local transport company) to identify any suitable measures to reduce the occasions of contagion (increase in space and places available, increase in trips, etc.).

4 MODE OF ACCESS TO EXTERNAL SUPPLIERS

For the access of external suppliers, taking into account the specific structure of the company departments, entry, transit and exit procedures are identified, using predefined methods, routes and timing, in order to reduce the opportunities for contact with the personnel in force in the departments/offices involved. If possible, the drivers of the means of transport must remain on board their own vehicles: access to the offices is not allowed for any reason. For the necessary preparation of loading and unloading activities, the haulier shall keep a strict distance of one metre.

5 CLEANING AND SANITATION IN THE COMPANY

The company ensures the daily cleaning and periodic sanitization (usually weekly) of the premises, environments, workstations and common and leisure areas.

In case of presence of a person with COVID-19 inside the company premises, the cleaning and sanitation of the above mentioned premises shall be carried out in accordance with the provisions of Circular no. 5443 of 22 February 2020 of the Ministry of Health and their ventilation. Cleaning at the end of the shift and periodic sanitization of keyboards, touch screens and mice with suitable detergents must be guaranteed, both in the offices and in the production departments.

6 HYGIENICAL PERSONAL PRECAUTIONS

It is mandatory that people present in the company take all hygiene precautions, especially for the hands. The company makes available in each department suitable

hand cleaning equipment. Frequent hand cleaning with soap and water is recommended.

7 INDIVIDUAL PROTECTION DEVICES

The adoption of the hygiene measures and personal protective equipment indicated in this Protocol, given the current emergency situation, is essential. For these reasons: The company shall provide each employee with an adequate number of protective masks (with priority for workers in labour-intensive departments), which shall be used in accordance with the indications of the World Health Organization. Given the emergency situation, in the event of supply difficulties and for the sole purpose of preventing the spread of the virus, masks whose type corresponds to the indications of the health authority may be used.

8 MANAGEMENT OF COMMON SPACES (CANTEENS, SHOWERS, SMOKING AREAS, DRINKS AND/OR SNACK DISTRIBUTORS...)

Access to common areas, including company canteens, smoking areas, changing rooms and break areas is subject to quotas, with the provision of continuous ventilation of the premises, a reduced time for parking within these spaces and the maintenance of a safety distance of at least 1 meter between people occupying them.

9 COMPANY ORGANIZATION (TURNING, TRANSFER AND SMART WORK, REMODULATION OF PRODUCTION LEVELS)

With reference to the Prime Ministerial Decree mentioned in the introduction, limited to the period of emergency due to COVID-19, companies may, with reference to the provisions of the national collective labour agreements and in agreement with the company trade union representatives: order the closure of all departments and offices other than production or, in any case, those in which it is possible to operate through the use of smart work, or in any case remotely. Smart workers are sent the information on agile work (prepared by INAIL), which protects health and safety in the performance of work in this way, even for those who, according to the law, have not signed a specific agreement; proceed with a reshuffling of production levels. Suspend and cancel all national and international travel/business trips, even if already agreed or organised

10 MANAGEMENT OF ENTRANCE AND EXIT OF EMPLOYEES

Wherever possible, staggered entry/exit times are encouraged in order to avoid as much contact as possible in common areas (entrances, changing rooms, canteen). Where possible, it is necessary to dedicate an entrance and an exit door from these rooms and to guarantee the presence of detergents indicated by appropriate indications.

11 INTERNAL MOVEMENTS, MEETINGS, INTERNAL EVENTS AND TRAINING

Movements within the company site must be limited to the minimum necessary and in compliance with company instructions. Meetings in attendance are not permitted. Where meetings are characterised by necessity and urgency, if it is impossible to connect remotely, the necessary attendance must be reduced to a minimum and, in any case, inter-personal distance and adequate cleaning/airing of the premises must be guaranteed. All internal events and all classroom training activities, even

compulsory ones, shall be suspended and cancelled, even if already organised; it is in any case possible, if the company organisation allows it, to carry out distance learning, also for workers in smart work.

12 MANAGEMENT OF A SYMPTOMATIC PERSON IN THE COMPANY

In case a person present in the company develops fever and symptoms of respiratory infection such as cough, he must immediately report it to the personnel office or to the head of the department; his isolation must be carried out in accordance with the provisions of the health authority and that of the others present on the premises; the company shall immediately inform the competent health authorities and the emergency numbers for COVID-19 provided by the Region or the Ministry of Health.

13 HEALTH SURVEILLANCE

Health surveillance must continue in compliance with the hygienic measures contained in the indications of the Ministry of Health. Priority should be given, during this period, to preventive visits, visits on request and visits upon return from illness. Periodic health surveillance should not be interrupted, because it represents a further preventive measure of a general nature: both because it can intercept possible cases and suspicious symptoms of contagion, and for the information and training that the competent doctor can provide to workers to avoid the spread of contagion.

COVID-19 NATIONAL JOINT COMMITTEE OF THE FASHION SECTOR

The Covid-19 National Joint Committee of the Fashion sector has been established, composed by one representative of Confindustria Moda and one representative for each of the Associations federated in Confindustria Moda; -two representatives for each trade union organization. The Committee will operate, also with the possible collaboration of experts, for the entire duration of the Covid-19 health emergency and until 30 September 2020.

Milan 15 April 2020