

GUCCI

SUSTAINABILITY PRINCIPLES

Rev. 2020_1W

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INTRODUCTION AND SCOPE

GUCCI and Kering Group are committed to:

- ensuring protection of human rights, the health and well-being of employees and fair working conditions;
- ensuring a living wage for all workers;
- prohibiting the use of child and/or forced labour;
- using natural resources conscientiously and increase efficiency in the use of materials and resources;
- preserving and protecting biodiversity and the ecosystem functions;
- using water responsibly;
- optimising waste management and minimising waste production;
- promoting respect for the environment and mitigation of climate change;
- creating positive impact within local communities;
- respecting animal welfare and ensuring minimal impact on the environment;
- supporting sustainable sourcing of production materials.

These Sustainability Principles are in support of that commitment.

OUR SUPPLIERS COMMIT TO COMPLY WITH SUSTAINABILITY PRINCIPLES BY SIGNING AND DATING THIS DOCUMENT.

The scope of action of these Principles is extended to all the suppliers of goods and services.

GUCCI and Kering Group embrace the precautionary principle, which means acting carefully and conservatively to minimise potential impact whenever there is a lack of scientific certainty regarding environmental challenges and issues relating to human health.

The SUPPLIER shall comply with applicable regulations, collective agreements and supplementary agreements in terms of human rights, workers' rights, preservation of the environment, respect for animal welfare and these Sustainability Principles but also act in accordance with the International Conventions and Declarations listed in section "List of Conventions and Declarations regarding social and environmental responsibility".

If the scope of these Sustainability Principles coincides with that of national laws, by virtue of agreements or conventions in force in the geographical area where the SUPPLIER operates, we will require application of the most rigorous provisions to ensure respect of human rights and environmental protection.

The SUPPLIER and its sub-suppliers shall condemn and fight corruption in all its forms, including extortion and racketeering.

The SUPPLIER shall communicate the Sustainability Principles to its sub-suppliers concerned in production, other operations and raw materials/products sourcing and shall ensure that its sub-suppliers have signed a document where they acknowledge and accept the Sustainability Principles or an equivalent document.

The SUPPLIER may wish, where applicable, to include the Sustainability Principles or an equivalent statement in its contracts with sub-suppliers.

The foregoing Principles shall be applied to all sub-suppliers, including the suppliers of materials and services used in the processes and other activities on behalf of Gucci and to any employee acting for and/or on behalf of the supplier and its sub-suppliers. The foregoing Principles do not apply to sub-suppliers engaged in the provision of goods or services not directly related to supplies to Gucci (e.g. electricity and gas providers, consultants, etc.) and sub-suppliers of machinery and equipment used in production.

The SUPPLIER and its sub-suppliers shall be responsible for monitoring adherence to these requirements.

The SUPPLIER and its sub-suppliers shall allow access to its premises, staff and employees for inspection audits and checks by Gucci and/or Controllers and to answer requests for information from Gucci and/or Controllers.

The SUPPLIER shall, where applicable, adopt and ask its sub-suppliers to adopt, codes of ethics, certifications and/or standards for processes/materials (where these are available and internationally recognised) in order to ensure compliance with the Sustainability Principles.

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RESPECT FOR HUMAN RIGHTS AND EMPLOYEES' RIGHTS IN THE WORKPLACE PEOPLE

All workers, including part-time, fixed-term or agency workers, shall be employed on the basis of formal contracts in compliance with local legislation. Employment contracts shall specify, inter alia, wage, payment frequency, deductions, benefits, working hours, holidays, notice periods, sick pay, maternity pay and any other local requirements.

Every possible effort shall be made to ensure regular and secure employment conditions. Fixed-term contracts or agency labour agreements shall not be used as a means of denying workers their rights or benefits under labour law. Apprenticeships and training contracts are encouraged on the condition that remuneration is in compliance with local legislation and that adequate levels of training and development are ensured.

Working from home is allowed only where the employment relationship is governed by a formal contract drawn up in compliance with the employment and health and safety provisions mentioned herein and shall comply with all applicable laws and regulations. The work from home shall be paid based on a guaranteed hourly minimum wage with verifiable tracking of wage calculations and production capacity. Work that is started in a factory shall not be reallocated to be completed offsite by working from home.

The staff employed by the SUPPLIER and its sub-suppliers shall be exclusively salaried employees/working partners/or collaborators ("**Staff**") for which the supplier assumes full responsibility regarding:

- staff administration
- direct relations with them, both with regard to the authorities responsible for the application of current workplace safety and social security legislation, and relationships with trade unions.

The SUPPLIER and its sub-suppliers shall comply, in respect of its staff, with any and all obligations in relation to labour, health and safety, employment and remuneration, social security and welfare laid down by law, by the national bargaining agreements applicable to their respective industrial sector, and by any territorial and enterprise agreements, including supplementary agreements, in force throughout the term of the contract.

Child labour

The SUPPLIER and its sub-suppliers shall prohibit the use of child labour.

Child labour refers to the employment of a person who is under 15 years old, except if the law establishes a higher employment or compulsory school attendance age, in which event the higher age shall prevail.

Where legally allowed, children or young workers under 18, however, shall not work during night hours and must not be exposed to situations – within or outside the workplace – that are hazardous or unsafe to their physical and mental health and development.

The SUPPLIER and its sub-suppliers shall develop, take part in and give their contribution to policies and remedial programmes for teen workers, to ensure that they attain an adequate level of education.

The SUPPLIER and its sub-suppliers shall ensure that age verification procedures are in place and only rely on official government identification documents and educational records.

Forced labour

The SUPPLIER and its sub-suppliers shall prohibit the use of forced labour and shall not require its employees to pay deposits or to deliver their ID documents at the inception of their working relationship.

Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

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Neither the company nor any other entity providing labour to the company shall withhold any portion of the employees' salaries and/or indemnities, and nor shall they seize their property or documents with the purpose of forcing employees to continue their employment relationship with the company.

Employees have the right to leave the workplace at the end of the standard working hours or in case of medical or family emergencies and should be free to terminate their work contract upon a reasonable notice to the employer, as provided for by applicable law or international labour standards, whichever is more stringent.

Neither the SUPPLIER nor any temporary employment agencies used by the supplier or by its sub-suppliers shall engage in trafficking in human beings.

The SUPPLIER and its sub-suppliers shall be aligned with the "Gucci's statement on Modern Slavery Act" published on www.gucci.com.

Workplace safety

The SUPPLIER and its sub-suppliers shall guarantee a safe and healthy workplace and implement effective measures to prevent potential accidents and avoid jeopardising the workers' health and safety in the workplace.

In so doing, the supplier shall assess any specific risk present in the workplace and endeavour to reduce the risk factors as far as reasonably practicable.

The SUPPLIER and its sub-suppliers shall provide specific personal protective equipment to its personnel and in accordance with applicable laws.

The SUPPLIER and its sub-suppliers shall guarantee access to adequate hygienic sanitary facilities, and, if workers are provided with housing, this must be suitable to satisfy the workers' basic needs.

Moreover, the SUPPLIER and its sub-suppliers shall periodically train its personnel on safety aspects, standards and procedures to follow, so that they can familiarise with the use of protective equipment and the assessment of accident risks in order to identify risk factors and adopt preventive measures; the SUPPLIER and its sub-suppliers shall also ensure that health and safety standards and guidelines are consistently applied.

The SUPPLIER and its sub-suppliers shall appoint a management representative tasked with ensuring a safe and healthy workplace environment for all personnel.

Freedom of association

The SUPPLIER and its sub-suppliers shall guarantee the employees' rights to establish, participate in and organise trade unions according to their own will and their right to bargain collectively through the trade unions. In the event that freedom of association and the right to bargain collectively become limited by law, the company shall allow its workers to freely elect their own representatives.

The SUPPLIER and its sub-suppliers shall ensure that workers' representatives and any personnel engaged in organising workers are not exposed to discrimination, harassment, intimidation or retaliation.

Where the right of association and collective bargaining is restricted under law, the SUPPLIER and its sub-suppliers will facilitate, and not hinder, the development of parallel means for independent and free association and bargaining.

Discrimination

The SUPPLIER and its sub-suppliers shall not adopt or promote any form of discrimination or preferential treatment in recruiting, remunerating, providing training for, promoting and dismissing personnel (nor, if applicable, in how they treat them in retirement) on the basis of race, social class, nationality, caste, family situation including marital status or pregnancy, origin, religion, disability, gender, gender identity, sexual orientation, civil status, trade union affiliation, political opinion, age or any other similar distinguishing condition.

Coherently with the mission of Gucci, the SUPPLIER shall commit itself to promoting and developing the

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implementation of a long-term strategy aimed at creating an equitable workplace by putting in place positive actions geared towards women empowerment and inclusion of all types of diversity.

The SUPPLIER and its sub-suppliers shall not engage in any conduct that is threatening, offensive or aimed at exploitation or sexual harassment, including gestures, language or physical contact, whether in the workplace or, if applicable, in residences or in other areas provided to employees by the company.

The SUPPLIER and its sub-suppliers shall treat all its employees with dignity and respect. The SUPPLIER and its sub-suppliers shall not incite or tolerate physical punishment, mental or physical coercion or verbal abuse against employees.

Working hours

The SUPPLIER and its sub-suppliers shall comply with laws and industry standards governing working hours, public holidays and vacations. A standard working week, except for overtime work, shall be in compliance with the provisions of law; nevertheless, it shall not exceed 48 hours. Working hours and rules shall be established by written contract with the employee. Employees shall have at least one day off after six consecutive working days.

Overtime work shall not be mandatory and must be requested responsibly, taking into account the following factors: the extent, frequency and hours worked by individual workers and the workforce as a whole.

Any exceptions to this rule shall only be allowed upon the occurrence of all of the following conditions:

- I. the work schedule provided by applicable law exceeds the above-mentioned limit;*
- II. existence of a collective bargaining agreement that provides for a flexible work schedule and includes suitable rest periods: overtime work must be subject to acceptance and must not exceed 12 hours per week or be required on a regular basis. If overtime work is required in order to meet market demands within a short period of time and the SUPPLIER and its sub-suppliers adhere to a contract resulting from a collective bargaining agreement with the worker's organisation (as defined above), which represents a significant portion of the workforce, the company may request overtime work in accordance with the established agreements;*
- III. the employer can demonstrate that its request for overtime work is due to the occurrence of exceptional circumstances, such as unexpected production peaks, accidents or emergencies.*

Overtime shall not be used to replace regular employment. Overtime shall always be compensated at a premium rate, and should not place the employee's health and safety at risk.

Fair wage

The SUPPLIER and its sub-suppliers shall respect employees' rights to a decent salary compensation and must ensure that the salary paid for a standard working week corresponds to legal standards or the minimum wage standards relevant to the sector and is in any event sufficient to satisfy the employee's basic needs, as well as providing a discretionary income.

Salary withholdings for disciplinary purposes shall not be allowed. Any exceptions to this rule will only be applicable upon the occurrence of both of the following conditions:

- I. salary withholdings for disciplinary reasons are permitted by national laws;*
- II. said disciplinary measure is contemplated by a collective bargaining agreement in force.*

The SUPPLIER and its sub-suppliers shall ensure that employees' salary and wage structures are clearly and duly specified in writing for each wage period. Moreover, the company must make sure that payment of salaries and

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wages complies with applicable laws and that payments are not made in cash but by other traceable means, whichever best suits the workers' wishes.

All overtime work shall be paid at a higher rate, as prescribed by national laws. However, in countries where overtime pay rates are not regulated by law or by collective bargaining agreements, overtime work shall be paid according to the prevailing standards in the sector, on conditions that are more favourable to the worker.

The SUPPLIER and its sub-suppliers shall not draw up agreements that provide off-the-books employment or fraudulent apprenticeship with the only purpose of avoiding the fulfilment of obligations to employees as prescribed by regulations applicable in the workplace and social security law.

The SUPPLIER and its sub-suppliers shall hold Gucci indemnified and harmless from any request, claim or objection lodged by its administrators, managers, employees, workers and partners of whose activity the supplier makes use, also with regard to their employment relationship or the termination thereof, which in any way derives from acts or omissions by the SUPPLIER.

RESPECT FOR AND PROTECTION OF THE ENVIRONMENT

The SUPPLIER and its sub-suppliers shall comply with all applicable Environmental Laws.

The SUPPLIER and its sub-suppliers shall obtain and maintain all licenses, authorisations, certifications and approvals required under any applicable Environmental Laws.

Pursuant to the applicable Environmental Laws, the SUPPLIER and its sub-suppliers shall not use or incorporate any material which is not fully compliant with applicable Environmental Laws and standards. In addition, the SUPPLIER and its sub-suppliers undertake to comply with the Products Restricted Substance List (PRSL) of Gucci, according to the terms and provisions outlined in that list.

Gucci will have the right to assess from time to time, the level of compliance achieved by the supplier and provide, if necessary, additional instructions designed to improve it.

In line with Gucci's Carbon Neutrality strategy, SUPPLIERS shall endeavour to take any action of improvement in order to avoid and to reduce its negative environmental impacts related to the emissions of GHG resulting from its own activities. For this purpose, Gucci is available to share with full transparency all actions related to its Carbon Neutrality strategy already implemented.

Specifically, and for information purpose only, the SUPPLIER and its sub-suppliers shall undertake to evaluate:

- the use of fossil-based electricity, favouring those from renewable sources, both through direct procurement and purchased by certificates;
- the use of high efficiency lightening technologies such as LED, combined with smart lightening systems of management;
- the monitoring of its own energy consumptions, for instance through systems like BMS (Building Management System) o BEMS (Building Energy Management System), that enable us to know, to measure and to monitor its own energy impacts.
- the reduction of the network energy consumptions through the installation of photovoltaic plants, self-made production system of electricity from solar radiation, or hybrid photovoltaic plants, self-made production system of electricity and heat energy.
- the reduction of the network gas consumption through the installation of solar heating systems that able to capture the solar energy, to store it and then using it to heat tap water, the spaces or for needs of process in substitution/integration of traditional boilers.

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- co-generation, combined with the production of electricity and heat, or trigeneration, production system in which the heat recovered from the co-generator is being used, in full or in part, to generate cold water;
 - the reduction of use of fossil-based generating sets;
 - sustainable management of transportation systems, promoting more sustainable alternatives such as electric, hybrid, methane or bio-methane-fueled vehicles;
 - the implementation and eventually the certification of an energy management system such as ISO50001.
- The SUPPLIER and its sub-suppliers shall:
- put in place policies, systems of management or other tools which make it possible to know, to measure, to deepen the environmental impacts resulting from the activities performed and to facilitate constant environmental improvements;
 - promote transparency and responsibility on the environmental impacts resulting from the activities performed;
 - embrace the precautionary principle whenever there is a lack of scientific certainty regarding environmental challenges, and act carefully and conservatively to minimise potential impacts;
 - use the natural resources conscientiously, monitoring where it's possible its own consumptions (water, electricity, gas, paper) and generated waste;
 - improve water management, protect water sources, reduce water consumption and maintain water quality;
 - ensure the proper management of waste and minimise scraps and waste water production;
 - protect biodiversity and maintain ecosystem functions, respecting protected wild flora and fauna in accordance with national and international laws and applying the most restrictive standards;
 - promote the supply and consumption of local fair-trade food, reducing food waste and optimising the management of food surpluses.

REDUCTION OF HAZARDOUS CHEMICALS

Gucci and Kering Group are committed to ensuring that all hazardous chemicals have been eliminated from production processes. To this end, Gucci has adopted a Manufacturing Restricted Substances List or an MRSL. The Manufacturing Restricted Substances List (MRSL) is intended to provide a guidance document to address the issue of hazardous substances potentially used and discharged into the environment during manufacturing and related processes, as well as those substances potentially present in finished products.

These restrictions are designed to prevent Gucci's SUPPLIERS and sub-suppliers from intentionally using the substances listed in the MRSL through the adoption of measures that will be notified gradually by Gucci in writing. Since 2015, Gucci has chaired the Sustainability Commission at The National Chamber for Italian Fashion, with the aim of guiding the implementation of actions and projects in the area of social and environmental responsibility. One of the first results was the issuance of guidelines for eco-toxicological requirements for clothing, leather goods, footwear and accessories, as a reference for the whole chain.

KERING ANIMAL WELFARE STANDARDS

Summary

Kering is deeply committed to embedding sustainability across our business activities and supply chains. A fundamental aspect in doing so is the promotion of responsible, sustainable and regenerative production systems for all of the Group's raw materials. Underpinning this approach is Kering's clearly defined standards that encourage sustainable agricultural systems that encompass the welfare of farmers and farming communities, stewardship of the land, protection of biodiversity and care for animals. To ensure care and respect for animals in Kering's supply chains, Kering has developed a suite of animal welfare standards for the Group's suppliers at farms and processing facilities. The Kering Animal Welfare Standards have been developed with input from animal welfare experts and from farmers and herders, who have already tested them on the ground in pilots in different regions around the world. They are based on the latest scientific researches well as legislation, comparative standards, best management practises and guidelines from different sectors.

The Kering Animal Welfare Standards encompass all the species in all the regions around the world that are part of Kering's supply chains. The full version of the standard is available on Kering's website www.kering.com. For the livestock animals which provide fibre and leather materials for the Group's products there are also comprehensive standards available within each overview. These detailed standards are available upon request and include:

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- Cattle
- Calf
- Sheep
- Goat

Additionally, where end of life of animals happens beyond farms and in abattoirs, Kering has separate guidelines for abattoir best practices, also available upon request.

Methods, fundamental principles and tier approach for animal welfare

The Kering Animal Welfare Standards, while based on the best existing welfare standards, guidance and practices across the world, aim to improve upon these and be among the most stringent. This reflects our commitment to catalyze and drive industry improvement with more just, humane and safe practices.

Kering's commitment to animal welfare and the Kering Animal Welfare Standards are based on fundamental principles. Globally, the most commonly cited animal welfare principles are the Five Freedoms.

The Five Freedoms originated from a review of the intensive livestock sector but are now applied more broadly to aspects of animal welfare that is under human control. In short, the Five Freedoms are as follows: freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury and disease, freedom to express normal behaviors and freedom from fear and distress. The Five Freedoms underpin the entire Kering Animal Welfare Standards but the standards also provide additional details about what Kering expects from suppliers who are managing animals, such as guaranteeing the following:

- room to move around freely;
- handled carefully and calmly with no mistreatment or abuse;
- managed to promote good health and treated immediately should disease or injury be discovered;
- free access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- cared for by competent stock people;
- humane handling at end of life;
- enrichments in their environment appropriate to their species;
- health, welfare and thermal comfort maintained and additional conditions for when fibers are collected;
- all animals can perform their normal behaviors, being managed in herds or flocks, and given the opportunity to graze, browse and forage during their lives.

The Kering Animal Welfare Standards focus primarily on the welfare of animals and are designed to be specific to particular species as well as specific to the type of production, such as farm or wild harvest and, in some cases, geographic location. They are also structured in three tiers (Bronze, Silver and Gold) to provide clear guidance on critical compliance and with the goal of driving continuous improvement to the very best standards in animal welfare by our suppliers, and beyond.

- **Bronze:** entry-level and the minimum level of compliance for Kering suppliers. Bronze level equals or goes beyond best practice implementation of European regulations on animal welfare. At the Bronze level the good practices that are enshrined in these regulations are put into practice on farms globally;
- **Silver:** offers more stringent standards that include the best practices in animal welfare in the industry;
- **Gold:** is considered "best in class" practices that go beyond best practices and have the ability to transform the industry.

Kering has made an extensive review of existing regional and international standards and consequently we have an approach for the verification of our suppliers that can be based on a number of existing standards and certifications. Therefore, not every supplier will need to be verified against the Kering Animal Welfare Standards if other certifications and verification procedures recognized by Kering are in place. However, this implies that SUPPLIERS will need to be able to demonstrate traceability within their supply chain down to slaughterhouse/processing facilities and map the different certifications in place in their supply chain.

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The following table gives an overview of such 3rd party standards and their equivalency with the Kering Animal Welfare Standards:

	Cattle	Calf	Sheep	Goats	Crocodiles & Alligators
Beter Leven (Netherlands)	At least equivalent to Kering bronze	At least equivalent to Kering bronze			
RSPCA (United Kingdom)	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze		
Label Rouge Viandes (France)	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze		
Certified Animal Welfare Approved by A Greener World (Global)	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	
Certified Humane (Global)	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	
EU Organic (EU)	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	At least equivalent to Kering bronze	
Red Tractor (United Kingdom)	Partially meeting Kering bronze	Partially meeting Kering bronze	Partially meeting Kering bronze		
IP Suisse (Switzerland)	Partially meeting Kering bronze				
Le Veau sous la mère (France)		At least equivalent to Kering bronze			
Global Animal Partnership (Global)			At least equivalent to Kering bronze		
RWS (Global)			Wool only - At least equivalent to Kering bronze		
ZQ (Global)			Wool only - At least equivalent to Kering bronze		
Nativa (Global)			Wool only - At least equivalent to Kering bronze		
Woolworths Free Range Lamb (South Africa)			Partially meeting Kering bronze		
Karoo Meat of Origin (South Africa)			Partially meeting Kering bronze		
Farm Assured Namibian (FAN) Meat (Namibia)			Swakara only - Partially meeting Kering bronze		
Mohair South Africa (South Africa)				Mohair only - Partially meeting Kering bronze	
ICFA (Global)					At least equivalent to Kering bronze

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Kering recognizes that these standards are setting a new precedent for animal welfare and, as such, will take time and effort to implement. Accordingly, we are approaching the implementation of the standards in a collaborative manner with our suppliers, with the expectation that all our suppliers commit to the Kering Animal Welfare Standards and make continuous improvements.

It's possible to request the comprehensive of the Kering animal welfare standards from csrofficer@gucci.com. For more details, make reference to the document "Animal welfare Standards" published on www.kering.com.

SOURCING OF MATERIALS

Compliance with the Sustainability Principles shall be ensured throughout the supply chain.

The following materials are concerned by these Principles:

Leather

The SUPPLIER and its sub-suppliers shall:

- *ensure that leather supplies do not come from farms involved in any form of deforestation in the Amazon biome since July 2006, or farms included in IBAMA's embargo list (www.ibama.gov.br), or farms located in Native Forest Land in Argentina under the Zoning Law;*
- *ensure complete traceability of leathers from farming to any single tanning processes;*
- *provide, in accordance with the procedures set out by Gucci, information on the origin of leathers, slaughterhouse and tanning processes (detail of the processes, related environmental impacts, location and names of the suppliers concerned);*
- *ensure compliance with the animal welfare standards throughout the supply chain in line with what is provided in the section KERING ANIMAL WELFARE STANDARDS and with minimal impact on the environment and biodiversity. For more details, make reference to the paragraph "Indicative List of preferred Sourcing Countries for Leather" under the section "Leather" of the "Kering Standards for Raw Material and Manufacturing Processes" document published on www.kering.com;*
- *ensure that leather supplies do not come from farms which directly or indirectly (through the production of fodder for livestock) use land recently (since 2009) converted to pasture from sensitive natural eco-systems (especially forests and grasslands) with a high conservation value;*
- *guarantee that the leather sourced does not come from cattle grazing operations that occupy land disputed by indigenous groups or areas protected by federal, state or municipal legislation, or farms included in MTE's embargo list (Ministério do Trabalho e Emprego: www.mte.gov.br).*
- *minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci.*

Precious skins

The SUPPLIER and its sub-suppliers shall:

- *not use animal skins from species that are listed in the IUCN Red List as: "near threatened", "vulnerable", "endangered" or "critically endangered";*
- *ensure that all species listed in CITES Appendices have the appropriate CITES permits that have been verified by the supplier;*
- *guarantee that they do not trade in (buy or sell) illegal species (i.e. CITES Appendix I) and that all trade in skins complies with local and international laws;*

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- ensure complete traceability of skins from the animal breeding or capturing operations to any single tanning processes;
- provide, in accordance with the procedures set out by Gucci, information on the source, processing facilities and tanning processes of skins (detail of processes,
- ensure compliance with the animal welfare standards in line with what is provided in the section *KERING ANIMAL WELFARE STANDARDS*;
- source preferentially through captive-breeding operations that can be verified by third parties when their countries have well-established and enforced legislation covering animal welfare and trade. For more details, make reference to the paragraph "Indicative list of preferred sources of Precious Skins" under the section "Precious Skins" of the "Kering Standards for Raw Material and Manufacturing Processes" document published on www.kering.com;
- minimize the environmental impact and any use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci;

Fur-free

On October 2017, Gucci announced that it would no longer use, promote or publicize animal fur beginning with its Spring Summer 2018 collection. As a commitment and thanks to a long term partnership with LAV and The Humane Society, Gucci has joined the Fur Free Retailer Program. According to the "Fur-Free Alliance" and the "Fur Free Retailer Program", fur means any animal skin or part of it comprised of the relevant hair and fur fibers, either in its raw or processed status, that comes from animals bred or captured specifically for their fur.

The SUPPLIER and its sub-suppliers shall not use any fur for Gucci products.

Rubber

The SUPPLIER and its sub-suppliers shall:

- *Guarantee that the rubber sourced does not come from plantations that have been recently established (since 2004) by clearing natural forest or converting mixed agricultural-forestry production areas (e.g. "jungle rubber") to monoculture plantations. High risk areas for sourcing are: Gabon, Laos, Cambodia, China, Indonesia;*
- *Guarantee that the rubber sourced does not come from plantations that have been established on land taken away from local communities without first obtaining their 'free and prior informed consent'.*
- *Ensure complete traceability of raw materials from cropping/harvesting to any single process of transformation;*
- *Provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, cropping/harvesting areas, and transformation processes (detail of the processes carried out, location and names of the suppliers concerned);*
- *Minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the product supplied to Gucci.*

Wood, paper and derived products

The SUPPLIER and its sub-suppliers shall:

- *ensure that all wood, paper and derived products sourced are FSC certified; the use of recycled fibers is preferred. Where FSC certification is not available, PEFC certification may be used;*
- *ensure that manufacturing process are Chlorine-free;*
- *ensure complete traceability of raw materials from cropping/harvesting to any single transformation process;*
- *Minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci.*

Where certifications are not available, avoid using wood, paper and derived products originated from:

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- *endangered forests such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests of British Columbia, Alaska and Chile, and the tropical forests and peat lands of Indonesia, the Amazon and West Africa;*
- *plantations obtained from the conversion of tropical forests or peat land (cut-off date 1994);*
- *controversial suppliers included in the Greenpeace list.*

Cellulose fibers

The SUPPLIER and its sub-suppliers shall:

- *Ensure that all cellulose fibers sourced are FSC certified or GRS certified in case of fibers made from recycled materials or agriculture waste;*
- *Ensure that, a policy of sustainable forests management, is adopted, maintained and verified in accordance with CanopyStyle methodology;*
- *ensure that manufacturing processes are Chlorine-free;*
- *ensure that cellulose fibers are made from a closed-loop chemical management system, whereby the chemicals used and produced in the processing of paper pulp either in staple fiber or filament yarn, are not released in the environment but recycled in the production process, and where worker's health and safety are well-protected, minimizing air emission of chemicals, water consumption, the impact of the chemical products and hazardous waste;*
- *ensure complete traceability of raw materials from cropping/harvesting to any single transformation process;*
- *provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, cropping/harvesting areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci.*

Where certifications are not available, avoid using wood, paper and derived products originated from:

- *endangered forests such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests of British Columbia, Alaska and Chile, and the tropical forests and peat lands of Indonesia, the Amazon and West Africa;*
- *plantations obtained from the conversion of tropical forests or peat land (cut-off date 1994);*
- *controversial suppliers included in the Greenpeace list.*

Plastics

The SUPPLIER and its sub-suppliers shall:

- *not use PVC into the products;*
- *prefer plastics that are made of a certified recycled content in accordance with the Global Recycled Standard (GRS) or similar certifications. Alternatively obtaining supply of bio-content based plastics (not composed of fuel or other fossil fuels) or compostable;*
- *Adopt certifications or regulations attesting the biological content, degree of biodegradability or compostability (CEN/TS 16137:2011, ISO 14851, ISO 17556, EN 13432, ISO 14855, EN 13432, EN 14995, ASTM D6400, ISO 17088:2008, EN 14045, TUV OK Biobased, OK Biodegradable, OK Compostable);*
- *avoid the use of non-recyclable plastics single-use nano-plastics (plastic micro particles) and oxo-fragmentable plastics;*
- *ensure that the bio-plastic component uses feedstock that is not a food source, but it is rather from non-edible parts of the plant or from forestry, proteins from discarded sources, etc.*
- *ensure that the production of the bio-plastic component uses feedstock that have not been genetically modified (GMO);*
- *provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, cropping/harvesting areas (only for bioplastics), any type of recycled material (pre-consumer, post-consumer,*

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- etc.) and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the product supplied to Gucci.*

Synthetic Fibers

The SUPPLIER and its sub-suppliers shall:

- *prefer plastics that are made with of a certified recycled content in accordance with the Global Recycled Standard (GRS) or similar certifications. Alternatively, obtaining supply of bio-content based plastics (not composed of fuel or other fossil fuels) or bio-content (non fossil/petrol content) or compostable.*
- *adopt certifications or regulations attesting the biological content, degree of biodegradability or compostability (CEN/TS 16137:2011, ISO 14851, ISO 17556, EN 13432, ISO 14855, EN 13432, EN 14995, ASTM D6400, ISO 17088:2008, EN 14045, certifications TUV OK Bio based, OK Biodegradable, OK Compostable);*
- *avoid the use of non-recyclable synthetic fibers;*
- *ensure that the bioplastic component is from non-food material, but rather comes from non-edible parts of plants, forest resources, proteins from scraps, etc.*
- *ensure that the production of the bio-plastic component is not produced from genetically modified (GMO);*
- *ensure complete traceability of raw materials and any single process of transformation from raw material to fabric;*
- *provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, cropping/harvesting areas (limited to bioplastics) and any type of recycled material (pre-consumer, post-consumer etc.) and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the tissue supplied to Gucci.*

Cotton

The SUPPLIER and its sub-suppliers shall:

- *not purchase cotton from Uzbekistan, Syria, Turkmenistan or any other country which is considered to be at high risk due to the use of child labour, forced labour or any other violation of the human rights;*
- *use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS) certified or alternatively recycled or regenerated fibers that are Global Recycling Standards (GRS) certified;*
- *use Fairtrade-certified cotton or adopt, maintain and verify a sourcing policy that guarantees full compliance with the Sustainability Principles;*
- *avoid using genetically modified cotton;*
- *ensure complete traceability of raw materials from cropping/harvesting to any single transformation process, from raw material to the fabric;*
- *provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, cropping/harvesting areas, and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci.*

Cashmere

The SUPPLIER and its subcontractors shall:

- *ensure that the animal farming has not led to recent conversion of sensitive and important ecosystems and is not seriously degrading the land through soil erosion and chemical inputs;*
- *guarantee the respect of the animal welfare criteria in accordance with what it's in the section KERING ANIMAL WELFARE STANDARDS;*
- *use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS)-certified, or*

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- recycled or regenerated fibers that are Sustainable Fiber Alliance (SFA) or Global Recycling Standard (GRS);*
- guarantee complete traceability of raw materials from farming to any single transformation process from raw material to the fabric;*
- provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to Gucci.*

Wool

The SUPPLIER and its sub-suppliers shall:

- ensure that animal farming has not led to recent conversion of sensitive and important ecosystems and is not seriously degrading the land through soil erosion and chemical inputs;*
- guarantee the respect of the animal welfare criteria in accordance with what it's in the section KERING ANIMAL WELFARE STANDARDS;*
- use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS), Responsible Wool Standard (RWS) or recycled or regenerated fibers that are Global Recycling Standard (GRS) certified;*
- provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to Gucci.*

Silk

The SUPPLIER and its sub-suppliers shall:

- use, if possible, fibers, yarns and/or fabrics that are Global Organic Textile Standards (GOTS) certified;*
- guarantee complete traceability of raw materials from harvesting (sericulture) to any single transformation process, from raw material to the fabric;*
- provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to Gucci.*

Other animal fibers

The SUPPLIER and its sub-suppliers shall:

- ensure that animal farming has not led to recent conversion of sensitive and important ecosystems and is not seriously degrading the land through soil erosion and chemical inputs;*
- guarantee the respect of the animal welfare criteria in accordance with what it's in the section KERING ANIMAL WELFARE STANDARDS;*
- use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS) certified or recycled or regenerated fibers Global Recycling Standard (GRS) certified;*
- provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to Gucci.*

Down and Feather

The SUPPLIER and its sub-suppliers shall:

- ensure that feathers or downs are Responsible Down Standard (RDS)/Traceable Down Standard (TDS) certified or adopt, maintain and verify a sourcing policy that ensures there has been no live plucking and they*

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- don't derive from animals that have undergone force-feeding during the reproductive phase of their lives;*
- guarantee the respect of the animal welfare criteria in accordance with what it's in the section KERING ANIMAL WELFARE STANDARDS;*
- ensure complete traceability of raw materials from farming to every stage of the transformation processes;*
- provide, in accordance with the procedures set out by Gucci, information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to Gucci.*

Diamonds

The SUPPLIER and its subcontractors shall endeavor, as of now, to provide Gucci with diamonds or products containing diamonds that comply with the following requirements:

- Diamonds must come from direct suppliers and a supply chain (Mining, Cutting, Polishing and Trading) in which each SUPPLIER is a certified member of the Responsible Jewellery Council (RJC) or:*
 - a RJC member who will shortly achieve the certification;*
 - adherent to the De Beers (BPP) principles of best practice;*
 - a CanadaMark™ and Forevermark label certified supplier;*
 - a supplier adopting other existing Standards that Kering considers to be equivalent to those mentioned above socially, environmentally, economically and ethically.*
- The invoice for diamonds must be accompanied by a declaration issued by the System of Warranties of the World Diamond Council (which is applicable to cut and polished diamonds of the Kimberly Process) stating that:*
 - "The diamonds invoiced herein have been purchased from legitimate sources, not involved in the funding of conflicts and in compliance with United Nations resolutions. The seller represents and warrants that these diamonds are not sourced from conflict-affected environments, either based on its personal knowledge and/or written guarantees from the SUPPLIER of these diamonds".*
- The invoice and/or accompanying documents of diamonds must contain a declaration, in line with the "Charter on Disclosure of Synthetic, Treated Natural and Natural Diamonds" of the World Federation of Diamond Bourses, which shall include the following information:*
 - a proper description of the type of diamonds indicating whether they are natural, processed or synthetic and whether they are rough or polished.*
 - a specific statement for natural diamonds: "The diamonds herein invoiced are exclusively of natural origin and untreated based on personal knowledge and/or written guarantees provided by the SUPPLIER of these diamonds".*

Suppliers of diamonds also undertake to make every reasonable effort to provide Gucci with additional information about the diamonds supply chain. Such information may include, by way of example and not limited to, the following elements:

- Where diamonds are mined and by whom;*
- Who has traded diamonds and where;*
- Who has cut and processed diamonds and where;*

Coloured gemstones

The SUPPLIER and its sub suppliers shall:

- ensure stones do not come from activities or organizations sponsoring conflicts, terrorism or devoted to the*

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violation of human rights;

- *Ensure that supplied stones have been extracted in full compliance with the strictest social and environmental standards;*
- *avoid obtaining supply of stones coming from war zones;*
- *adopt internationally recognized certifications related to the integrity of the processes and of the supply chain of precious metals and stones (for example RJC COP - Responsible Jewellery Council - Code of Practice);*
- *Make sure that all actors involved in the supply chain (for example mine workers) adhere to the UN Declaration of Human Rights principles as well as the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);*
- *ensure complete traceability of raw materials from mining to every stage of the transformation processes;*
- *provide, in accordance with the procedures set out by Gucci, information on the origins of the raw materials, mining operations and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize the environmental impact and the use of hazardous chemicals throughout all the production processes from raw material to the product supplied to Gucci;*
- *provide Gucci with the sales invoice that encloses a statement regarding the origin of the stones from legitimate sources, not involved either in the funding of conflicts or violation of Human Rights, and verified in accordance with the 1a OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.*

Gold

The SUPPLIER and its sub suppliers shall provide, as of now, GUCCI with only gold or products containing gold that meet one of the following requirements:

- *gold is purchased from one or more suppliers through the Kering Responsible Gold Framework. For more details make reference to box 1 "Kering Responsible Gold Framework" under the section "Gold" of the "Kering Standard for Raw Material and Manufacturing Process" document published on www.kering.com;*
- *the purchased gold is Fair mined (FM) or Fairtrade (FT) certified;*
- *the purchased gold is RJC-CoC certified;*
- *gold is purchased from the supplier through verification procedures that Kering considers to be equivalent to those set out above socially, economically, environmentally and ethically.*

Additionally, the SUPPLIER and its subcontractors shall:

- *ensure complete traceability of raw materials from mining to any single transformation process;*
- *provide, in accordance with the procedures set out by Gucci, information on the origins of the raw materials, mining operations and transformation processes (detail of the processes, location and names of the suppliers concerned);*
- *minimize the environmental impact and the use of hazardous chemicals throughout all the production processes from raw material to the product supplied to Gucci;*
- *the sale invoice to Gucci shall enclose a statement about the origin of gold from legitimate sources, not involved in the funding of conflicts in compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This statement, in case of RJC CoC-certified gold, may be replaced by the Transfer Document attached to the invoice.*

Other precious metals (silver, platinum-group metals, etc.)

The SUPPLIER and its sub suppliers shall provide, as of now, Gucci with only precious metals or products containing precious metals that meet one of the following requirements:

- *the precious metal is purchased by one or more refiners who has been approved by Kering and is/are RJC-COP certified;*
- *the purchased precious metal is Fair-minded_(FM) or Fairtrade (FT) certified;*

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- *the purchased precious metal is “RJC-COC Recycled” certified.*

The SUPPLIER and its sub suppliers shall:

- *ensure complete traceability of raw materials from mining to every stage of the transformation processes;*
- *provide, in accordance with the procedures set out by Gucci, information about the origins of the raw materials, mining operations and transformation processes (type of the used metal, clue as to the bedrock, detail of the processes, location and names of the suppliers involved, which initiatives or ethical standards are applied to mining and refining of precious metals and to all those actors who process precious metals throughout any step of the supply chain);*
- *minimize environmental impact and use of hazardous chemicals throughout the entire production processes, from raw material to the product supplied to Gucci;*
- *provide Gucci with the sale invoice that encloses a statement regarding the origin of the metals and stones from legitimate sources, not involved either in the funding of conflicts or violation of Human Rights, and verified in compliance with the la OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.*

Other non-precious metals and alloys

The SUPPLIER and its sub suppliers shall:

- *provide metals and alloys that come from legitimate activities, not involved in sponsoring conflicts, in the violation of human rights and exploitation of people;*
- *minimize environmental impact and use of hazardous chemicals throughout the entire production processes, from raw material to the product supplied to Gucci;*
- *provide, in accordance with the procedures set out by Gucci, information on the origins of the raw materials*

Nanomaterials

The SUPPLIER and its sub-suppliers shall not use any nanotechnology applications (products, raw materials, processes) unless such applications are analyzed and proved to have no potential impact on human health and the environment, including an evaluation of end of life impacts.

Perfumes and cosmetics

The SUPPLIER and its sub-suppliers shall avoid performing tests on animals for cosmetics and perfumes as well as for all the ingredients used in their manufacturing.

PROCUREMENT OF SERVICES

Catering and beverages catering

The SUPPLIER and its sub-suppliers shall provide food products that ensure the safety and health of the people who consume them. Therefore, it is essential to ensure the use of intrinsically safe products and the systematic monitoring of risks arising from the contamination of raw materials, packaging materials, plant and production and distribution processes.

Insofar as concerns chemical, microbiological and biological contaminants and particulate matters, in addition to complying with applicable laws, the food product must also:

- *be obtained from non-GMO raw materials, containing no GMOs fractions and not produced from GMO;*
- *be prepared by favoring the use of natural raw and biological materials or, where this is not possible because of the taste or for technological reasons, use components that are extracted naturally and limit the use of additives to cases of undoubted benefit for products and people too;*
- *ensure respect of animal welfare and safeguard of natural and cultural biodiversity by identifying food products and the production methods are linked to the territory.*

The SUPPLIER and its sub-suppliers shall favor unpacked food. When it's not possible, food product packaging, in addition to what is provided by law, must transparently provide the consumer with clear and complete

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information about nutritional values, shelf life, methods of preservation and use of the product and any allergenic substances present in it, as well as tips to help people improve their eating habits. The packaging must also ensure the maintenance of organoleptic, nutritional and safety characteristics.

Lastly, the SUPPLIER undertake to:

- reduce waste and optimizing the management of food surpluses by, for example, giving them to local associations;*
- enhance local economic models of the food production.*

Products cleaning and care services

The SUPPLIER and its sub-suppliers shall:

- use cleaning products that do not contain hazardous chemicals and have low environmental impact;*
- provide continued training to staff about the correct procedures to be used to perform the cleaning activities safely and reducing environmental impacts;*
- use cleaning techniques and equipment that minimize the amount of cleaning products, water and electricity used, the amount of waste produced and that do not affect indoor air quality.*

Maintenance services

The SUPPLIER and its sub-suppliers shall:

- use products and materials that do not contain potentially hazardous ingredients and that are readily biodegradable;*
- use techniques and equipment that minimize the amount of materials, water and electricity used, the amount of waste produced and that reduce the impact on indoor air quality.*

Security services

The SUPPLIER and its sub-suppliers shall perform the security services in accordance with the Voluntary Principles on Security and Human Rights on private security and shall, in particular comply with the following principles:

- adopting policies regarding good behavior and the use of force to prevent abuse and handling any misconduct or violations of human rights;*
- providing services for prevention, protection, surveillance and defense and not engaging in activities that are within the exclusive competence of the police;*
- it is forbidden to engage or hire persons involved in violations of human rights in the conduct of security services;*
- the use of force is allowed only when it is strictly necessary and in proportion to the threat;*
- utilizing services, technology and security as self-defense actions and not for offensive purposes.*

Transport services

The SUPPLIER and its sub-suppliers shall endeavor to favour and offer sustainable systems of transport, for example by hybrid, electric, biomethane-fueled vehicles.

Services related to the design and realization of events

The SUPPLIER and its sub-suppliers involved in the design and realization of the events shall:

- regarding the scenography, avoiding the production as well the purchase of equipment, favoring the renting of equipment, furniture and material which may be returned or re-used afterward;*
- provide materials for the structure and equipment that can be reused, refurbished or recycled afterwards (in this scheme of preference);*

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- *providing all the information and related technical sheets on the abovementioned materials;*
- *providing information on how the SUPPLIER and its sub-suppliers intend to re-use, refurbish and recycle such materials;*
- *ensuring that the process to recycle the materials used for the installation and set-up is not dangerous for the health and safety of people involved;*
- *opting for the donation of equipment to external associations or third local entities;*
- *favouring the use of recycled materials to set up the staging;*
- *do not use PVC-based materials;*
- *favouring non-flammable materials that are sustainable and environmentally-friendly such as natural or bio-based products;*
- *using cleaning agents with a low environmental impact and free of hazardous chemicals;*
- *avoiding the use of fossil fueled generator sets;*
- *avoiding the use of protected animal species.*

Casting agencies

The SUPPLIER and its sub-suppliers shall ensure the respect of “The charter on the working relations with fashion models and their well-being” and its update published on www.kering.com.

SUSTAINABILITY REPORTING

Upon request from Gucci in order to ensure that the Sustainability Principles are actually applied, the SUPPLIER and its sub-suppliers shall provide:

- details on their environmental impacts and an annual communication about the performed activities and actions of improvement in terms of elimination, reduction as well as an eventual compensation of the residual environmental impacts;
- inventory of chemicals used during the production of Gucci’s products;
- information about MRSL Compliance and MRSL implementation;
- information about sustainability programs, actions and progress;
- information regarding new SUPPLIERS or sub-suppliers used in the production process and sourcing;
- information regarding the application of nano-materials and/or nanotechnologies in the production processes;
- information regarding traceability and sourcing of raw materials used for Gucci production;
- information on how the SUPPLIER and its sub-suppliers intend to reuse, recondition and recycle the materials used for the staging of the event.

For more details on the points listed above, refer to the “Kering Standards for Raw Material and Manufacturing Processes” and “Kering Animal Welfare Standards” documents published on www.kering.com.

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LIST OF CONVENTIONS AND DECLARATIONS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

- ILO (International Labour Organization): www.ilo.org
- IPCC (Intergovernmental Panel On Climate Change): www.ipcc.ch
- IMO (International Maritime Organization): www.imo.org
- Millennium Ecosystem Assessment: www.unep.org
- OECD (Organisation for Economic Co-Operation and Development): www.oecd.org
- OECD Due Diligence Guidance for Responsible Supply Chain from Conflict-Affected and High Risk Areas mneguidelines.oecd.org/mining.htm
- Ramsar Convention: www.ramsar.org
- Geneva Conventions: www.icrc.org
- International Covenant on Economic, Social and Cultural Rights;
- International Covenant on Civil and Political Rights;
- UN (United Nations) Convention on the Rights of the Child;
- UN (United Nations) Convention on the Elimination of All Forms of Discrimination Against Women;
- UN (United Nations) Convention on the Elimination of All Forms of Racial Discrimination;
- UN Guiding Principles on Business and Human Rights;
- UN Sustainable Development Goals;
- UNDRIP UN principles in the Declaration of Human Rights and the United Nations Declaration on the Rights of Indigenous Peoples;
- Rio Declaration on Environment and Development: www.unep.org/rio20
- UNCTAD (United Nations Conference on Trade and Development): www.unctad.org
- UNESCO (United Nations Educational, Scientific and Cultural Organization): en.unesco.org/
- UNEP (United Nations Environment Program): www.unep.org
- FAO (Food and Agriculture Organization): www.fao.org
- Rotterdam Convention: www.pic.int
- WCED (World Commission on Environment and Development): sustainabledevelopment.un.org/
- The Fundamental Conventions of the International Labour Organisation (ILO)
- The Ethical Trading Initiative (ETI) Base Code
- FLA Workplace Code of Conduct and Compliance Benchmarks
- Social Accountability International (SAI)
- Responsible Jewellery Council (RJC)
- Voluntary Principles on Security and Human Rights <http://www.voluntaryprinciples.org/>
- Gucci's statement on Modern Slavery Act document published on www.gucci.com
- Kering's Code of ethics document published on www.kering.com.

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We therefore ask your company to commit to the following:

1. to comply with Sustainability Principles by signing and dating this document;
2. to provide, at our request, detailed information on programmes, actions and progress regarding the actual application of Gucci's Sustainability Principles;
3. to accept Audits, whether or not pre-announced, which our company is entitled to conduct directly or cause to be conducted in order to ensure that the Principles are being respected;
4. to implement any corrective steps and actions for improvement requested;
5. to provide up-to-date information regarding new SUPPLIERS or sub-suppliers used in the production process and sourcing;
6. to keep, and make available to the people instructed to conduct the audit, appropriate records to prove compliance with the Principles subscribed to;
7. to communicate these Sustainability Principles to your sub-suppliers involved in the production, processing or/and procurement of materials, raw materials and services and ensure that they sign a document where they acknowledge and accept these Sustainability Principles, or create and sign an equivalent statement of compliance.
8. to require your sub-suppliers to undertake your company's obligations, including their willingness to accept inspection audits, checks and information requests from our company and/or from our representatives.

We wish to point out that compliance with Sustainability Principles is an important assessment parameter in selecting our SUPPLIERS. Therefore, your failure to cooperate in determining and adopting corrective actions may result in the termination of our business relationship.

We are certain that your company will help us promote and implement these important values, which qualify us as an excellent operator, not only for the quality of our products, but also for our social, environmental and economical accountability to the communities where we operate.

Sincerely yours,

(Company Name) _____

(Place and date) _____

(Stamp and signature of the Company legal representative) _____