

**G U C C I**

CORPORATE SUSTAINABILITY  
& RESPONSIBILITY POLICY

# GUCCI

## SUSTAINABILITY FOR GUCCI

To operate in a sustainable manner means creating value for stakeholders (hereafter referred to as 'Stakeholders' or 'Interested Parties') through respect for people, the environment and society as a whole, and using resources in a way that is not harmful to future generations.

Gucci considers sustainability to be the engine of a process of continuous improvement that contributes to the strengthening of economic performance and the control and mitigation of business risks. A responsible attitude towards people, the land, the environment and the community has always been part of Gucci's value system, in addition to superior craftsmanship, quality and Italian-made products.

In this scenario, Gucci believes it is necessary to sustain and promote, within the company, along the supply chain and in the organisational and marketing process, a business growth model that combines excellent craftsmanship with the creation of 'Sustainable Value', that goes beyond the fundamental principle of compliance with every International Convention, Directive, Law, Regulation and/or applicable law and takes into account the economic, environmental and social interests of all stakeholders.

## GUCCI'S GUIDING PRINCIPLES

In line with its mission, code of conduct and the code of conduct of the Kering Group, Gucci is committed to implementing a Culture of Sustainability and to raising awareness within the Gucci system, i.e. amongst all parties with a legitimate interest in and/or who are affected by its activities: employees, shareholders, customers, suppliers, sub-contractors, commercial and financial partners, local communities, institutions, NGOs, trade associations and trade unions, thereby promoting a Policy that values the following principles:

**Business ethics:** Gucci is committed to conducting all of its business in accordance with the principles of honesty, fairness, transparency and integrity and to fully complying with all Laws, Regulations, Guidelines and applicable Standards.

**Respect for human rights:** Gucci is committed to respecting the Human Rights recognised in international conventions and declarations within the scope of our activities and to promoting respect for such rights within our sphere of influence throughout the entire value chain.

### Promotion of a quality working environment through:

**employment standards:** Gucci is committed to promoting employment standards that respect workers' rights, trade union agreements and the principles underlying the programme of safeguards for workers in the Gucci system, effectively guaranteeing the exercise of freedom of association and the right to collective bargaining; Gucci rejects all forms of child labour, forced labour and discrimination, ensuring that all workers have the same opportunities in terms of employment and career development, and receive equal treatment based on merit;

**the protection and promotion of health and safety:** Gucci is actively committed to promoting and strictly complying with health and safety standards for the workers and the communities with which it operates, in order to prevent accidents and occupational diseases, and, simultaneously, to help improve people's physical and mental health;

**people's welfare:** Gucci is committed to promoting initiatives designed to balance the relationship between the need for a private and a professional life;

**the development of professional skills:** Gucci is actively committed to recognising and promoting the development of each worker's professional skills and competencies, improving behavioural factors and ensuring that the potential and creativity of individuals are fully realised from a professional point of view;

**the promotion of diversity:** Gucci is committed to recognising the value of diversity and to conducting its activities

# GUCCI

while at the same time fully respecting the cultures, traditions, religions, ethnic groups and communities with which it interacts, and to preserving their biological, gender, environmental, social, cultural and economic identities.

**Contribution to socio-economic development:** Gucci is committed to promoting, protecting and improving the quality of life and the socio-economic development of local, national and international communities by:

supporting the creation of opportunities for the growth and development of craftsmanship skills, and promoting the development of local industries, knowledge transfer and the development of local professionals;

implementing philanthropic, non-profit and cooperation initiatives, in line with our values and priorities.

**Protection of the environment:** Gucci believes that the commitment to the reduction of environmental impact and the protection of ecosystems and biodiversity are not only fundamental to the preservation of the planet and its inhabitants, present and future, but are also needed to ensure competitiveness, risk reduction and the further development of the business. Gucci is committed to:

reducing the environmental impact of its business operations with a special focus on the use of energy and water, waste production, hazardous chemicals and the sustainability of raw materials;

identifying and assessing both direct and indirect social and economic environmental impact along the entire supply chain and promoting within its own spheres of influence actions for the improvement and development of support for people and their environment.

**Relations with stakeholders:** with regard to all of its Stakeholders Gucci is committed to:

developing and pursuing a dialogue with its stakeholders based on fairness and transparency, in the belief that they represent a key asset of the company which should be promoted and developed;

joining initiatives or signing agreements for collaboration, cooperation and partnership with public and private organisations on the issue of sustainable development at local, national and international level.

**Supplier involvement:** Gucci is committed to continuing the adoption and monitoring of policies focused on the economic sustainability of the supply chain, and encouraging the sharing of processes leading to the determination of appropriate fees, agreed on the basis of transparent methods that balance business requirements with compliance with rules, and business sustainability. Gucci also requires all suppliers and sub-contractors to comply with the company's Sustainability Principles and to agree to unannounced visits and inspections.

**Customer care:** Gucci is committed to continuing its efforts to adopt the values of craftsmanship, quality, safety and sustainability in its products and ensuring fair and transparent communication with its customers, which includes being constantly attentive to their needs.

## IMPLEMENTATION

Implementation of the Corporate Sustainability & Responsibility Policy is the responsibility of a Management System, applied to each individual business process, which cuts across all Functions, and which ensures:

the continued involvement of the Company Management through the CSR Board and Corporate Committees, with the aim of integrating Social Responsibility and Sustainability into our business strategies;

the constant oversight of all Corporate Responsibility and Sustainability activities through the Department of Corporate Sustainability & Responsibility in order to ensure the coordination and monitoring of all sustainability projects and the implementation of policies and guidelines;

# GUCCI

the adoption of the highest international standards and guidelines with respect to issues involving human rights, employment, people, health, safety, the environment, a sustainable supply of raw materials, biodiversity and animal welfare;

the implementation of specific policies and procedures for the management, control and continuous improvement of our social, environmental and economic performance;

periodic communication to stakeholders regarding the implementation of this policy.

## **Attachments**

Annex 01 - Environmental policy

Annex 02 - Health and safety policy

Annex 03 - SA8000 policy

Annex 04 - Sustainable sourcing of precious metals and precious stones policy