

**GUCCI**

GUCCI'S DIVERSITY,  
EQUITY AND INCLUSION  
POLICY

Ver. 1 2023

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## GUCCI'S GUIDING PRINCIPLES

Gucci actively supports diversity in all its forms; equity and inclusiveness, allowing everyone to fully express their own uniqueness.

Gucci believes that diversity is at the heart of creativity and innovation and therefore of economic performance and responsible business. Policies to enhance diversity and inclusion are reflected in commitments, objectives and targets set, and are managed and reported in a transparent manner.

Gucci has set itself the following objectives:

- Ensuring an inclusive workplace for all employees by providing ongoing training programmes, resource groups and open dialogue in order to enhance communication, understanding and empathy.
- Increasing gender diversity at leadership level with specific objectives for each global region.
- Closing the gender pay gap for equivalent positions within the organisation by 2025.
- Creating more opportunities in the workplace for people with disabilities.
- Adopting inclusive practices for gender-related self-identification.

Gucci is committed to disseminating a culture of respect and the coexistence of differences at all levels of the organisation and to offering its corporate population an open and stimulating work environment, free of any kind of discrimination or preferential treatment with regard to recruitment, remuneration, professional training, promotions and dismissal based on criteria of **gender, age, sexual orientation, gender identity, pregnancy, ethnicity, nationality, social class, religion, marital status, political opinions, trade union membership, disability and medical conditions.**

This Diversity, Equity and Inclusion Policy is based on the principles of the Group Code of Ethics and the Gucci Corporate Sustainability & Responsibility Policy, and has been defined by senior management, in coordination with the Gender Equality Steering Committee, approved by the CEO; its implementation in relation to **Gender Equality** has been entrusted to the Gender Equality Steering Committee. The Policy is communicated and disseminated within the organisation and to all external stakeholders, with a view to transparency and collaboration.

Gucci also has SA8000 certification, the foremost international certification standard for business ethics that includes social responsibility requirements, including respect for people, health and safety in the workplace, workers' rights and equal opportunities. Certification is rooted in the employment provisions contained in the International Labour Organisation (ILO) conventions and the Universal Declaration of Human Rights.

## THE POLICY IN ACTION

The implementation of the Diversity, Equity and Inclusion Policy is ensured by the Steering Committee, management and the HR team, through principles of equal opportunities and meritocracy in the management of all phases of the company's resources lifecycle, from selection, recruitment, access to training and growth paths, to remuneration.

In addition to this Policy, Gucci has translated into operating procedures policies relating to personnel management and careers as well as relating to communication, thereby placing real emphasis on gender equality, promoting diversity, and supporting female empowerment.

Gucci also works with industry organisations dedicated to gender equality and equal opportunities, leveraging independent third-party partners to measure progress and foster a culture of inclusion.

For example, Gucci, is a member of the **Sodalitas Foundation**, a signatory to the "Charter for Equal Opportunities and Equality at Work"; another example is Gucci's collaboration with **Valore D** which aims to define concrete training and development plans for women in the company.

## Governance

In 2019, Gucci appointed a **Global Equity Board** with the responsibility of defining the vision and priorities of the company culture and the employee experience. Headed by the President and CEO, the Global Equity Board is composed of a mix of various senior executives from diverse backgrounds, including experienced external representatives active in the area of Diversity and Inclusion. The Global Equity Board is responsible for defining a set of ambitious objectives, measuring Gucci's progress against DE&I objectives; in line with Kering's strategy on the same themes.

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At the local level, the Global Equity Board has approved an action plan and appointed Diversity and Inclusion Committees, which work to ensure that the global strategy is implemented at all company levels, translating the Board's vision into concrete measures and actions. The Gender Equality Steering Committee is entrusted with the management and monitoring of gender equality issues.

## HR processes

Gucci's HR processes aim to:

### **Attract, select and recruit talent**

- Prior to selection, Gucci informs all interested persons of the values that set the Company apart, such as the celebration of each individual's uniqueness, inclusion and openness;
- Gucci is committed to a selection process based on inclusive criteria, promoting diverse leadership and providing training for all employees, as well as training programmes for recruitment managers on diversity issues;
- Gucci analyses the selection data in order to monitor the composition of the company population in terms of gender.

### **Develop and retain talent**

- Gucci's objective is to generate professional development and mentoring opportunities through career promotion, training and education programmes, with exchange programmes at a global level;
- Gucci provides employees with training programmes that help them understand and recognise unconscious bias, based on working in an inclusive team and offering a customer experience centred around the value of inclusion;
- Gucci also offers additional training programmes dedicated to management positions aimed at promoting and strengthening inclusive leadership. In addition, newly appointed managers automatically embark on a training pathway that provides courses dedicated to inclusive leadership and company values.

### **Communicate, understand and raise awareness**

- Gucci has implemented a listening strategy through periodic opinion polls, involving the entire corporate population with the aim of understanding perceptions and needs and allowing resources to provide valuable insights for defining the company's initiatives;
- Gucci promotes awareness campaigns around the issues of Diversity and Inclusion.

## Gender parity

With a view to enhancing diversity, one of Gucci's main objectives is gender equality in all roles and positions and at all levels of the Group hierarchy.

Gucci has defined an action plan for its implementation, setting up a management model that ensures over time that the requirements defined and implemented are maintained, measuring the progress of the results through the preparation of specific KPIs.

Kering was among the first signatories of the Charter of Principles for the Empowerment of Women drafted by UN Women and the UN Global Compact. Gucci is a signatory of "The Women's Forum CEO Champions Commitments", the document signed at the Women's Forum G20 Italy to accelerate the path towards a "Zero Gender Gap".

Gucci promotes women's skills development through specific programmes, such as mentoring, coaching, and leadership training, to help talented women gain access to leadership positions.

## Pay Parity

In order to achieve the 2025 target on gender pay parity, Gucci has embarked on a process that involves analysing gender pay gaps and establishing an action plan to close any gaps. In 2021 Gucci produced a report on the gender gap ("Gender Balance Sheet") which has been extremely useful both for identifying and implementing initiatives that support the culture of inclusion and for identifying opportunities that can trigger change and achieve gender parity within the company.

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## **Protecting parenthood and the work-life balance**

The commitment to promoting and valuing maternity/paternity and the needs of each resource is a key element of Gucci's strategy. The support and protection of parenthood are also ensured through work-life balance tools which are integrated in welfare policies.

To ensure that employees maintain a good work-life balance, and to promote the well-being of each individual in the workplace, Gucci implements policies and mechanisms to facilitate daily life and improve the quality of life in the workplace. The main instruments adopted for this purpose are: a hybrid work model, parental leave, welfare services, psychological assistance services.

## **Zero Tolerance**

Kering and Gucci have always been active against Violence against Women and have adopted a domestic violence policy that provides employees worldwide with the specific assistance they need.

## **LGBTQ+**

Gucci protects LGBTQIA+ rights and supports the UN LGBT Business Conduct standards for businesses, which include eliminating all forms of workplace discrimination, ensuring that in its business activities it does not discriminate against customers, suppliers or stakeholders, while working with business partners to address discrimination issues across the supply chain.

Gucci creates opportunities to participate in Employee Resource Groups, dedicated to the existence of different communities, people with disabilities, women, and support networks within Gucci and LGBTQIA+ issues, with a view to cultivating a sense of belonging and collaboration in the community.

Gucci is also a member of **Free and Equal Parks**, an organisation dedicated to the promotion of good practices related to respecting diversity, with a particular focus on the topic of sexual orientation and gender identity.

## **Disability**

One of Gucci's primary goals is to create more opportunities in the workplace for people with disabilities. To that end, the company also works with specialised organisations for company selection and inclusion processes.

Gucci has always been attentive to developing programmes to improve not only accessibility and customer experience at our retail outlets, but also the number of disabled persons within its teams. To this end, Gucci provides its staff with adequate training to raise awareness of the importance of issues such as accessibility and inclusivity, thanks in part to the presence of dedicated Employee Resource Groups (ERGs) which address this subject.

## **Multigenerational working**

Gucci is committed to enhancing the potential of a multigenerational workforce through personnel management that supports the needs of each generation, eliminating age-related stereotypes, and through training programmes focused on the individual.

The first step is to know the composition of the company's population, which is why Gucci annually monitors the generational composition of the company, identifying the generation and age percentages among its global workforce: Boomer, Generation X, Millennial or Generation Z.

## **Interculturalism**

As part of its inclusive approach and commitment to diversity, Gucci plays an active role in promoting refugee inclusion.

In particular, Gucci participates in the "**Welcome - Working for Refugee Integration**" programme, which has won recognition from the UN Refugee Agency (UNHCR) for promoting the employment of refugees in Italy for a number of consecutive years.

## **Inclusion in the supply chain and community**

Gucci promotes D&I principles not only internally, but also with its suppliers and local communities.

Gucci asks its suppliers to commit - by signing the Sustainability Principles - to not implementing any type of discrimination and to promote and implement a long-term strategy for creating a working environment that

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is open to listening, inclusive and fair, and to implement positive actions aimed at empowering women and uniting people from all backgrounds.

Gucci promotes cultural and training initiatives aimed at women's professional growth through the **Supporting Women in the Luxury Supply chain** project, together with the Kering group and the *Camera Nazionale della Moda*.

Through the funding programme entitled "Developing Supply Chains" that Gucci has launched in collaboration with **Intesa Sanpaolo**, Gucci suppliers are able to access funds for initiatives to also promote women's careers and gender equality within companies, in line with the guidelines set out in the PNRR National Plan.

Finally, Gucci has been committed since 2013 to promoting social justice and gender equality through its global **CHIME FOR CHANGE** campaign and through its global volunteer programme **Gucci Changemakers**, where the company connects employees to local non-profit organisations that are committed to promoting social justice, fostering education, protecting the environment, and supporting health and well-being.