

G U C C I

CORPORATE SUSTAINABILITY
& RESPONSIBILITY POLICY

Ver.4 April 2023

GUCCI

SUSTAINABILITY FOR GUCCI

Operating 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 line with the Code of ethics of the Kering Group and with its Code of Conduct.

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

- ILO (International Labour Organization);
- United Nations Sustainable Development Goals;
- United Nations Convention on the Rights of the Child; Convention on the Elimination of All Forms of Discrimination Against Women; Convention on the Elimination of All Forms of Racial Discrimination; UN Guiding Principles on Business and Human Rights.

In accordance with its sustainability strategy, Gucci aims to protect and restore nature and biodiversity, while simultaneously reducing its greenhouse gas emissions and other environmental impacts. Since 2020, Gucci has been investing in regenerative agriculture, an important pillar in its Nature-Positive approach.

GUCCI'S GUIDING PRINCIPLES

Gucci, as part of its activities, is committed to implementing a Culture of Sustainability and Ethics and to raising awareness amongst all stakeholders and/or anyone affected by its activities: employees, shareholders, customers, suppliers, sub-contractors, commercial and financial partners, local communities, institutions, NGOs, trade associations and trade unions, – promoting and enhancing the following principles through its policies as part of a continuous improvement process:

SA8000 Policy

Gucci is committed to:

- promoting respect for Human Rights within its sphere of influence throughout the entire supply chain;
- promoting employment standards that respect workers' rights, trade union agreements and the principles underlying the workers' protection system, effectively guaranteeing the exercise of freedom of association and the right to collective bargaining and rejecting 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;
- recognising the value of diversity and conducting its activities with full respect for the cultures, traditions, religions, ethnic groups and communities it interacts with, as well as preserving their biological, gender, environmental, social, cultural and economic identities.

Health and Safety Policy

Gucci is committed to promoting and strictly complying with health and safety standards for the workers, in order to:

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- prevent accidents and occupational diseases, while improving psychological and physical working conditions;
- promote people's welfare through initiatives designed to balance the relationship between private life and working life needs;
- ensure workers and their representatives are consulted and actively involved, thus promoting the development of each worker's professional skills and competences.

Environmental Policy

Gucci believes that the commitment to the reduction of its environmental impact and the protection of ecosystems and biodiversity is not only fundamental to the preservation of the planet but also to ensure competitiveness and risk reduction.

As mentioned above, Gucci has implemented several environmental projects to prevent and curb the emissions resulting from its activities. Moreover, Gucci is continuing to advance on its Nature-Positive approach aimed at protecting and restoring nature and by investing in regenerative agriculture directly transforming its own supply chain.

Gucci will keep on making every endeavour to prevent and reduce greenhouse gas emissions, as a top priority to reach its goal by 2025.

In line with its Nature-Positive strategy, Gucci is committed to:

- identifying and assessing environmental, social and economic impacts, both direct and indirect, and promoting improvement and development actions, while ensuring transparency and responsibility;
- preventing and reducing its negative environmental impact due to the GHG emissions resulting from its activities;
- using natural resources responsibly, by monitoring consumption (water, electricity, gas, paper) whenever possible and optimizing management;
- guaranteeing the correct waste management, minimizing the production of waste and waste water;
- promoting circular economy;
- ensuring all hazardous chemical substances are eliminated from productive processes.

Sustainable Sourcing of Precious Metals and Precious Stones Policy

Gucci is committed to promoting the sustainable management of the supply chain of precious stones and precious metals used in its products. Gucci adheres to the Responsible Jewellery Council (RJC) by complying with the RJC Code of Conduct. As a certified member, Gucci is committed to conducting its business in compliance with the RJC Code of Practice.

Event Sustainable Management Policy

In accordance with the commitments mentioned in its corporate policies and Statement of Intent and Values, Gucci pledges to take actions for a sustainable management of its events at all implementation stages, with the constant involvement of suppliers.

Sustainability Principles

Gucci requires all suppliers and sub-contractors to observe the Sustainability Principles, a set of guidelines

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for sustainable sourcing, environment protection and respect of animal welfare standards, as well as legal compliance, collective and supplementary agreements, international conventions and the declarations on human rights and the workers of the whole Gucci supply chain.

Gucci is also committed to

- developing and fostering dialogue with its stakeholders, including customers, based on correctness and transparency also through the continuous consideration for their needs;
- promoting sustainable development, safeguarding and improving quality of life, the social-economic development of local, national and international communities also through the support to philanthropic, non-profit initiatives and cooperation programmes;
- supporting the creation of opportunities for the growth and development of craftsmanship skills, and promoting the development of local industries.

GOVERNANCE

The implementation of the Corporate Sustainability & Responsibility Policy is guaranteed by a Management System covering all corporate processes and functions, and aiming at:

- the continued involvement of the President & CEO through the Management Executive and Corporate Committees, with the aim of integrating Social Responsibility and Sustainability into business strategies;
- the constant oversight of all Social Responsibility and Sustainability activities through the Department of Corporate Sustainability & Responsibility in order to ensure the coordination and monitoring of all sustainability projects;
- the implementation of specific policies and procedures for the management, control and continuous improvement of Gucci's social, environmental and economic performance;
- periodic communication to stakeholders regarding the implementation of this policy.

ANNEX

[Annex 01 - SA8000 policy](#)

[Annex 02 - Environmental policy](#)

[Annex 03 - Health and safety policy](#)

[Annex 04 - Sustainable sourcing of precious metals and precious stones policy](#)

[Annex 05 - Event sustainable management policy](#)

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