

2023 Gucci Equilibrium Impact Report



Our 2023 Gucci Equilibrium Impact Report showcases the progress we've made over the last year to advance our sustainability ambitions across People and Planet. Throughout the report we've highlighted new initiatives, building on past achievements to accelerate positive change throughout our global Gucci Community. Underpinned by science-based targets and a new ambitious absolute target, we've continued to reinforce our actions to reduce our footprint, while driving value creation for nature and communities. A collaborative and innovative spirit propels us forward in our efforts to attain our vision of a modern, responsible and circular luxury for the future.

2023 Highlights

PEOPLE

- First luxury fashion House in Italy to obtain **Certification for Gender Equality**
- Awarded one of **2023 Best Places to Work For Disability Inclusion** in North America for second year
- Maintained employee diversity, with **63.4% female employees** overall and 57% in management
- Augmented Gucci Changemakers program by launching Gucci Changemakers London, **granting €150,000 EUR to three grassroots organizations**
- 2,892 Gucci employees **volunteered 21,062 hours** to 100 NGOs under Gucci Changemakers Volunteering Program, \$600K USD granted to 12 NGO recipients through Gucci Changemakers North America Impact Fund, and \$280K USD in scholarships awarded to 12 scholars via Gucci Changemakers North America Scholarship Program
- Celebrated Gucci CHIME's 10-year anniversary, with over \$22.7 million USD raised to benefit 645,000 women and girls over decade
- Established **two new school partnerships** to preserve craftsmanship while expanding training to 1,470 employees via ArtLab and Factories Academy

PLANET

- Reduced **-78% absolute GHG emissions** in scopes 1 and 2 of GHG Protocol since 2015
- Attained **-7% reduction of absolute GHG emissions** combining scopes 1,2 and 3 of GHG Protocol compared to 2021
- 100% renewable energy in accordance with RE100's guidelines, with 147 LEED-certified sites totaling more than **27% increase year-on-year**
- **99% traceability for key raw materials**
- **Increased responsible materials**, with 100% responsibly sourced precious metals, 74% organic or recycled cotton, and 75% recycled viscose or from responsibly managed sources
- **Awarded 'Ellen MacArthur Foundation Award for Circular Economy'** for Denim Project at 2023 CNMI Sustainable Fashion Awards
- Announced **new Circular Hub** in Italy and boosted internal circular programs, including Gucci-up recovering 546 tons leather, fabric and metal and Gucci Scrap-less saving 3,850,377 litres water and 312,084 kW of energy leading to avoiding 4,648 tons of CO₂
- Invested in wool, cotton, and silk regenerative farming projects while developing new collaborations to **expand regenerative materials in collections**

Discover the full 2023 Gucci Equilibrium Report

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