

GUCCI

DIVERSITY, EQUITY
& INCLUSION POLICY

Ver.3

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GUCCI'S GUIDING PRINCIPLES

Gucci actively supports diversity in all its forms, championing equity and inclusiveness in order to allow everyone to fully express their own uniqueness. Gucci believes that diversity is at the heart of creativity and innovation, therefore supporting economic performance and responsible business. Policies to enhance diversity and inclusion are reflected in the House's commitments, objectives and targets which are transparently managed and reported.

Gucci has set itself the following objectives:

- Ensuring an inclusive work environment 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 levels with specific objectives for each global region.
- Monitoring and closing the gender pay gap for equivalent positions within the organisation.
- Creating more opportunities in the workplace for people with disabilities.
- Adopting inclusive practices for gender-related self-identification.

Gucci is committed to spreading 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 Kering 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, and approved by Gucci's CEO. The Policy is communicated and disseminated within the organisation and to all external stakeholders, with a view to ensure transparency and collaboration. Its implementation in relation to Gender Equality has been entrusted to the Gender Equality Steering Committee.

Gucci has also obtained SA8000 certification, the foremost international certification standard for business ethics which includes social responsibility requirements, including respect for people, health and safety in the workplace, workers' rights and equal opportunities. The certification is grounded in the labor 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 Gender Equality Steering Committee, management and the HR team, through the principles of equal opportunity and meritocracy in the management of all stages 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 policies into operating procedures relating to personnel and career management as well as relating to communication, thereby placing real emphasis on pursuing gender equality, valuing diversity, and supporting women's empowerment. Gucci also collaborates with industry organisations dedicated to issues around gender equality and equal opportunity, leveraging independent third-party partners to measure progress and foster a culture of inclusion. For example, Gucci is a member of the **Sodalitas Foundation** and 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.

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Governance

In 2019, Gucci established a Global Equity Board composed of a diverse group of senior executives from various fields, alongside external experts in Diversity and Inclusion. The Board is tasked with setting ambitious goals and monitoring Gucci's progress towards its DE&I objectives and priorities, in line with its parent company Kering's strategy on these issues. More recently, in 2023, a Global Head of Diversity, Equity, and Inclusion was appointed to manage relationships with senior executives and ensure that the global strategy is effectively implemented at the local level, translating the Board's vision into concrete measures and actions. The Gender Equality Steering Committee is responsible for managing and monitoring gender equality issues.

HR process

Gucci's HR process involves:

Attracting, selecting and recruiting talent

- Prior to selection, Gucci informs all interested people about the company's values, such as the celebration of individual 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 selection data in order to monitor the gender composition of the company population.

Developing and retaining talent

- Gucci's objective is to generate professional development and mentoring opportunities through career advancement, training and education programmes, and exchange programmes globally;
- Gucci provides training programmes for employees that are useful in understanding and recognising unconscious biases, based on working in an inclusive team and providing 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 includes 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 company population with the aim of understanding perceptions and needs, enabling resources to provide valuable insights for defining the company's initiatives;
- Gucci promotes awareness campaigns around Diversity and Inclusion issues.

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.

In 2023, Gucci was the first luxury company in Italy to receive a Certification for Gender Equality (according to UNI/PDR 125). Additionally, its parent company 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 also 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".

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To help talented women gain access to leadership positions at the company, Gucci promotes women's skills development through specific programmes, such as mentoring, coaching, and leadership training. There are also several Employee Resource Groups actively dedicated to women's empowerment, which contributes to the promotion of an equitable work environment and raising awareness on gender equality issues.

Pay Parity

In order to achieve its target on gender pay parity, Gucci has embarked on a process that involves analysing gender pay gaps and defining an action plan to close any gaps. In 2021, Gucci produced a gender gap report ("Gender Balance Sheet") which has been extremely useful both for identifying and implementing initiatives that support a culture of inclusion and for identifying opportunities that can trigger change and achieve gender parity within the company. In line with the objective of achieving gender equality at all levels and ensuring pay equity in equivalent positions, Gucci conducted an in-depth analysis in the 45 countries where it operates. This process led to the development of a global plan aimed at addressing the identified pay disparities, as well as obtaining the first level of the Universal Fair Pay Certification for Kering, which is recognized for all the Group's Houses.

Protecting parenthood and 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 Gucci's 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 tools adopted for this purpose are: a hybrid work model, parental leave, welfare services, psychological assistance services, and coaching.

Zero Tolerance

Kering and Gucci have always been actively 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 there is no discrimination in its business activities against customers, suppliers or stakeholders, while simultaneously working with business partners to address any discrimination issues across the supply chain. Gucci creates opportunities to participate in Employee Resource Groups, dedicated to the presence of diverse 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 best 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 this end, the company also collaborates with specialised organisations on selection and inclusion processes in the company. Gucci has always been focused on developing programmes aimed at improving not only accessibility and the customer experience at its stores, but also the representation 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) on this issue.

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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 understand 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 and 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 led to being awarded recognition by the UN Refugee Agency (UNHCR) for several consecutive years for promoting the employment of refugees in Italy.

Inclusion in the supply chain and community

Gucci promotes DE&I principles not only internally, but also with its suppliers and local communities. Gucci asks its suppliers to commit, through signing the Sustainability Principles – not to implement any type of discrimination and to promote and implement a long-term strategy aimed at creating a work environment that is inclusive and fair and open to listening. Additionally, to implement positive actions aimed at empowering women and uniting people from all backgrounds.

Gucci promotes cultural and educational initiatives aimed at fostering the professional growth of women, collaborating with local and international stakeholders. Additionally, Gucci adheres to the **Watch & Jewellery Initiative 2030**, which supports inclusivity and the development of tools for gender-responsive procurement, and carries out the "Sviluppo Filiere" program, implemented in collaboration with **Intesa Sanpaolo**.

Since 2013, Gucci has been committed to gender equality and women's empowerment through its support for local and international non-profit organisations engaged in advocacy. This commitment is also realized through its global volunteer programme, **Gucci Changemakers**, which connects company employees to local non-profit organisations that promote social justice, education, environmental protection, support for culture and art and the protection of people's health and well-being.