

G U C C I

RESPONSIBLE
PURCHASING CODE
OF CONDUCT

Ver. 1 2023

GUCCI

Our commitments

At Gucci we are committed to developing responsible purchasing practices with our suppliers. We select Suppliers who are committed to sharing the responsibility of ensure fair and healthy working conditions for all workers, pursuing a sustainable growth with respect for the environment and creating value for society. Gucci encourages the creation of a spirit of trust and continuous collaboration that can help develop long-lasting relationships with their suppliers.

Gucci recognizes that its approach to supply chain can generate positive impacts on the society, the territory and economic development.

Respect for human rights and fundamental freedoms are Gucci's core ethical commitments according to the Group's Code of Ethics and Gucci's Sustainability Principles.

Gucci is committed to establish and maintain a human rights due diligence process to identify, prevent, mitigate, and account for how Gucci addresses the impacts of its activities on the human rights of individuals affected by its supply chains.

Gucci provides, for specific topics, in particular to strategic suppliers, support and assistance during the contract term(s) for example through training programs, skills development, capacity building and sharing of best practices.

Selecting suppliers

Gucci commits to implement a selection of suppliers that have the capacity to meet both the commercial and the human rights and environmental obligations under the contract.

Gucci will encourage social and environmental sustainability benefits to the maximum extent feasible when developing bid specifications, evaluating bids and making other purchasing decisions.

Negotiating, performing and renewing the contract

Gucci defines and shares with its suppliers on a remuneration that accommodates all costs of production, including costs associated with upholding responsible business conduct. Such costs include the respect of workers' rights to a remuneration that is sufficient to afford a decent standard of living and health and safety costs required by applicable law or collective bargaining agreements.

Lead times are agreed with our manufacturers in a way that avoid excessive working hours that may cause adverse impacts on workers or unauthorized and unregulated sub-contracting.

The payment terms are agreed in the contract and Gucci commits to timely pay its suppliers.

Should change orders sought by Gucci during the contract term, Gucci will communicate updated requirements to its supplier clearly, promptly and will enter in a dialogue to identify appropriate modifications to ensure the request do not determine human right risks.

Gucci will periodically assess its suppliers on several aspects including sustainability.

Gucci commits to seek feedback from its suppliers on the impact of its purchasing practices performance.

Remediation

Where there is a risk or where an adverse impact has occurred, Gucci will collaborate with its suppliers to identify the 'root cause' of the impact, so as to cease the impact and also prevent future harms.

Disengagement and responsible exit

Gucci and Kering practice zero tolerance towards serious breaches (including but not limited to child labour, forced labour and human trafficking, irregular work, undeclared subcontractors, threats, discrimination, serious breaches of regulations, counterfeit, etc.) In case of serious breaches Gucci will communicate its intention to immediately withdraw from the contract.

For other cases, the disengagement process will take into account as far as is possible measures to minimise the negative impact of exiting a business relationship.

It will clearly communicate its intent in writing to its suppliers, with reasonable notice and a clear timeline.

Gucci will pay its suppliers for any outstanding invoices and/or for costs already incurred in meeting the order prior to disengagement.

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This Responsible Purchasing Code of Conduct applies to Gucci's strategic suppliers. It is embedded in all relevant sourcing and purchasing procedures and shall support decision making processes for all business units across all product categories.