

# GUCCI

## Gucci achieves Gender Parity Certification in Italy

*The recognition given to Gucci acknowledges the House's commitment to the principles of diversity, equity, and inclusion.*

Gucci is the first Italian luxury House to obtain the certification for gender parity as outlined in the Italian government's National Recovery and Resilience Plan (NRRP). This recognition was achieved through a voluntary evaluation process audited by Bureau Veritas, a leading global provider of inspection, compliance verification, and certification services.

The external evaluation audit process acknowledged Gucci's commitment to diversity and inclusion, demonstrated through its management model that allows for continuous improvement and monitoring of key performance indicators related to gender equality within the organization.

Gucci's journey towards the certification for gender parity builds upon a longstanding dedication to diversity, equity, and inclusion at the heart of the House's sustainability strategy and it follows the adoption of a gender report for Italy in 2021.

The certification is based on six indicators: culture and strategy, governance, human resources processes, opportunities for women's growth and inclusion, gender pay equity, and parenting protection, as well as work-life balance. Gucci received positive evaluations in these areas, showcasing the efforts to meet gender equality standards:

- **Culture and strategy:** Gucci has implemented a system of monitoring to assess impact and continuously improve policies. A three-year strategic plan is in place to drive specific actions supporting equality.
- **Governance:** Gucci has established governance policies, including the Global Equity Board led by Marco Bizzarri, Gucci's President and CEO, and the Gender Equality Steering Committee. These structures define the House's vision and priorities for diversity and inclusion. An action plan since 2019 focuses on increasing diversity and inclusion, particularly in managerial roles and supporting female leadership.
- **HR Processes:** Gucci ensures gender equality through policies in selection, recruitment, career management, pay equity, internal mobility, and succession. The House is committed to drive its global HR and Talent Acquisition teams to emphasize inclusive hiring and uses innovative technologies to reduce bias in the selection process.
- **Opportunities for growth and inclusion of women:** Gucci fosters inclusivity through career advancement programs, talent development, and comprehensive training plans. Awareness of diversity and inclusion is raised through training programs available to all employees, integrated into the induction process.
- **Gender pay equity:** Gucci conducts a global analysis of gender pay equity and aims to eliminate gaps by implementing initiatives aligned with the Kering Group's objectives to address gender inequality by 2025. Another study will be conducted in the second half of 2023.
- **Support for parenting and work-life balance:** Gucci supports work-life balance through initiatives such as a hybrid work model and parental leave policies. Parental leave guarantees a minimum of 14 weeks with 100% pay for paternity, adoption, or partner care. Listening sessions and coaching programs are offered to new fathers and parents to facilitate their return to work.