

## **SUSTAINABILITY CERTIFICATIONS**

### **SA8000**

Gucci has been SA8000-certified since 2007. The SA8000 standard ensures that business ethics, respect for people, workplace health and safety, workers' rights and equal opportunity are upheld. It also reflects labour provisions contained within the Universal Declaration of Human Rights and International Labour Organization (ILO) conventions. Gucci's operations are monitored by the House pursuant to the SA8000 certification management system. Gucci is actively involved with Social Accountability International (SAI), which developed the SA8000 standard, and is a member of SAI's Advisory Committee.

### **ISO 14001**

In 2011, Gucci attained ISO 14001 certification regarding environmental management. We constantly work to minimize the negative impacts our operations have on the environment, while complying with all applicable laws, regulations and other environmentally focused requirements. As of 2019, our main Italian corporate sites and manufacturing are certified under the ISO 14001 standard.

### **ISO45001 certification**

Gucci attained OHSAS 18001 certification in 2013, more recently converted into ISO 45001 certification. The ISO 45001 standard is related to management systems of occupational health and safety and its key goal is the reduction of occupational injuries and diseases, including promoting and protecting physical and mental health. It also reflects guidelines of the International Labour Organization (ILO). As of 2019, our main Italian corporate and manufacturing sites, as well as all our Italian stores are certified under this standard.

### **ISO20121 certification**

In 2019, Gucci received the ISO 20121 certification for the sustainability management of all our fashion shows.

### **LEED**

As a first for luxury brands in 2009, Gucci achieved the Leadership in Energy and Environmental Design (LEED) certification. Providing a framework to create healthy, highly efficient and cost-saving green buildings, LEED is recognized as the leading eco certification around the world.

### **GENDER PARITY CERTIFICATION**

In 2023, Gucci was the first Italian luxury House to obtain the certification for gender parity UNI/PDR 125:2022 in Italy. UNI/PDR 125:2022 outlines a gender equality management system that includes key performance indicators (KPIs) for measuring and improving gender equality within organizations. This system aims to track and analyze gender data, identify gaps, and foster a culture of inclusivity and gender equality. Gucci has adopted this approach, ensuring a comprehensive evaluation of our progress toward building a truly inclusive and gender-equal organization.