

# GUCCI

## GUCCI IS THE FIRST MAJOR LUXURY HOUSE TO RECEIVE GENDER-PARITY CERTIFICATION IN ITALY

*The House also unveils today its 2022 Gucci Equilibrium Impact Report with a new series of videos*

**Milan, July 10, 2023** - Gucci announces today that it has become the first major Italian luxury house to receive Certification for gender parity in Italy, as outlined in the Italian government's National Recovery and Resilience Plan (NRRP)<sup>[1]</sup>. Coinciding with the 2022 Gucci Equilibrium Impact Report, released today on Equilibrium.Gucci.com, the certification was awarded to Gucci by independent global inspection and compliance experts Bureau Veritas which evaluated six key indicators: culture and strategy; governance; human resources processes; opportunities for women's growth and inclusion; gender pay equity; support for parenting and work-life balance.

During its evaluation, Bureau Veritas highlighted the establishment of Gucci's Global Equity Board and the Gender Equality Steering Committee as being significant contributors to their consideration process. Gucci's comprehensive parental-leave policies, welfare services, and hybrid work model were also praised, as was its commitment to addressing gender-related issues and unconscious biases while promoting professional growth.

"This achievement, reached ahead of European trends and as the first in the luxury industry in Italy, strongly reaffirms our commitment to a culture that values equity, inclusivity, and respect," commented **Marco Bizzarri, President and CEO of Gucci**. "Through concrete actions such as adopting innovative technologies to reduce bias in the selection process, closing the gender pay gap, implementing parental leave policies, fostering greater female representation in leadership roles, and public awareness campaigns such as Gucci CHIME - our global campaign for gender equality - we support change and promote cultural transformation in the luxury and fashion industry worldwide, and we will continue to do so."

"Gucci's journey towards gender equality is an ongoing commitment rooted in respect," concluded Bizzarri. "The same respect we have for our planet and wholeheartedly embrace in our business, as highlighted in the Gucci Equilibrium Impact Report that we are unveiling today."

The House's ongoing commitment to drive positive change for people and the planet is also outlined in the newly published 2022 Gucci Equilibrium Impact report, available today on Equilibrium.Gucci.com. To effectively communicate the report's findings to a wider audience, the House is also unveiling on its social media platforms a video series featuring partners, NGO representatives and artisans discussing some of the key areas that are highlighted in the report. The list includes founder and CEO of accessibility consultancy Tilting the Lens, Sinéad Burke, who discusses disability inclusion; Global Executive Director of Equality Now, Mona Sinha, who focuses on gender equality; Gabriela Bordabehere, farmer under the NATIVA™ Regen program, who looks at regenerative agriculture; and the team at Gucci ArtLab Firenze conducting a deep dive into how the House is working to preserve craft for the future.

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## **About Gucci**

Founded in Florence, Italy, in 1921, Gucci is one of the world's leading luxury brands. Following the House's centenary, Gucci forges ahead into the next hundred years, continuing to redefine luxury while celebrating the creativity, Italian craftsmanship, and innovation at the core of its values.

Gucci is part of the global luxury group Kering, which manages the development of a series of renowned Houses in fashion, leather goods, jewelry and eyewear.

Discover more about Gucci at [www.gucci.com](http://www.gucci.com).

## **About Gucci Equilibrium**

Gucci Equilibrium is our commitment to generate positive change for people and our planet. Powered by creativity and collaboration, we are reducing our environmental impact and protecting nature, while also prioritizing inclusivity and respect, so that everyone in our global #GucciCommunity is free to express their authentic, diverse selves. Building on momentum from our 100th anniversary, we are moving forward into the coming decades with an ongoing commitment to reinforce our culture of purpose, demonstrating our values through innovative pathways towards social and environmental sustainability. Gucci Equilibrium unifies the principles we uphold and the actions we pursue to treat our world and each other better, for our collective future.

For more information visit [equilibrium.gucci.com](http://equilibrium.gucci.com) and discover Gucci's Instagram dedicated to social and environmental sustainability at [Instagram.com/GucciEquilibrium](https://www.instagram.com/GucciEquilibrium).

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<sup>[1]</sup>Italy's PNNR (National Recovery and Resilience Plan) outlines a comprehensive package of reforms and investments to access the financial resources made available by the European Union through the Recovery and Resilience Facility (RRF). The PNNR has three overarching goals: repairing the economic and social damage of the pandemic crisis; helping to address the structural weaknesses of the Italian economy; and helping the green transition.