

GIORGIO ARMANI

SUSTAINABILITY CODE FOR SUPPLIERS

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GIORGIO ARMANI

INDEX

1.0 INTRODUCTION AND SCOPE	3
2.0 AUDITING and MONITORING ACTIVITIES.....	3
3.0 LAWS AND REGULATIONS	4
4.0 ANTI-BRIBERY AND BUSINESS ETHICS.....	4
5.0 RESPECT FOR HUMAN RIGHTS AND EMPLOYEES' RIGHTS IN THE WORKPLACE	4
5.1 CHILD LABOR.....	5
5.2 FORCED & BONDED LABOR.....	5
5.3 FOREIGN & MIGRANT LABOR.....	6
5.4 DISCIPLINE, ABUSE AND HARASSMENT.....	6
5.5 DISCRIMINATION.....	6
5.6 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	7
5.7 COMPENSATION.....	7
5.7.1 BENEFITS.....	7
5.7.2 HIRING AND EMPLOYMENT PRACTICES.....	8
5.8 WORKING HOURS.....	8
5.9 HEALTH AND SAFETY – WORK AND LIVING SPACE.....	9
5.10 COMMUNITY ENGAGEMENT.....	9
5.11 MANAGEMENT SYSTEMS	9
6.0 RESPECT AND PROTECTION OF THE ENVIRONMENT.....	10
6.1 ENVIRONMENTAL MANAGEMENT SYSTEM.....	11
6.2 ANIMAL WELFARE	13
7.0 MATERIAL SOURCING.....	13
7.1 CELLULOSIC FIBERS.....	14
7.2 SYNTHETIC FIBERS AND PLASTIC MATERIALS.....	15
7.3 NATURAL MATERIALS OF ANIMAL ORIGIN.....	16
7.4 NATURAL MATERIALS OF PLANT ORIGIN.....	18
7.5 OTHER MATERIALS.....	18
8.0 PROCUREMENT OF SERVICES.....	20
8.1 CATERING AND BEVERAGES CATERING.....	20
8.2 TRANSPORT AND ACCOMODATION SERVICES.....	20
8.3 SECURITY SERVICES	20
8.4 CLEANING, CARE AND MAINTENANCE SERVICES	21
9.0 MANAGEMENT OF EVENTS	21
9.1 SERVICES RELATED TO THE DESIGN AND REALIZATION OF EVENTS.....	21
10.0 MANAGEMENT OF REAL ESTATE AND INTERIOR DESIGN	23
11.0 SUSTAINABILITY COMMITMENT.....	24
APPENDIX I: LIST OF MAIN CONVENTIONS AND DECLARATIONS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY	25
APPENDIX II: LIST OF MAIN CERTIFICATION SCHEMES, INTERNATIONAL PROTOCOLS AND INITIATIVES, AND MATERIAL TRADEMARKS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY	25
APPENDIX III: ANIMAL WELFARE POLICY.....	27
APPENDIX IV: TRACEABILITY POLICY.....	27
APPENDIX V: GLOSSARY.....	28

GIORGIO ARMANI

1.0 INTRODUCTION AND SCOPE

The GIORGIO ARMANI GROUP (hereinafter also "GA" or "ARMANI", unless otherwise indicated) is committed to enrich people's lives and protect the environment and, in particular, to:

- ensuring the protection of human rights, the health and well-being of employees, fair working conditions and a living wage for all workers;
- prohibiting the use of child and/or forced labour;
- minimizing potential environmental and social risks and impacts.
- ensuring minimal impact on the environment and mitigation of climate change;
- using natural resources responsibly and increasing efficiency in the use of materials;
- minimising and optimising waste production;
- supporting sustainable sourcing of production materials;
- protecting biodiversity and respecting animal welfare;
- creating positive impact within local communities.

This Code is in support of that commitment and apply to all suppliers and sub-suppliers of GA, on the basis of the type of supply and business relationship that exist between the two parties.

The SUPPLIER shall communicate, enforce and promote this Code to all its subsidiary companies and sub-suppliers of materials and services used in the processes and in any other activities carried out on behalf of GA (including those that are directly or indirectly involved in the raw materials sourcing, production process, storage, distribution, procurement and other services).

The SUPPLIER shall ensure that its sub-suppliers have signed a document where they accept this Code as well as the requirements included and assure to share it with GA. If applicable, the SUPPLIER shall include this Code or an equivalent statement in its contracts with sub-SUPPLIER. The SUPPLIER and its sub-suppliers shall be responsible for monitoring adherence to these requirements and undertake all necessary steps to ensure due diligence in their supply chains in line with this Code.

The SUPPLIER and its sub-suppliers shall provide ARMANI with full disclosure of subcontracting activity and obtain approval of the use of subcontractors in ARMANI-related operations. All use of homeworkers shall be in compliance with applicable laws and regulations.

The SUPPLIER and its sub-suppliers shall require all subcontractors engaged in ARMANI-related operations to abide by this Code. The SUPPLIER and its sub-suppliers shall engage in due diligence activities to verify such compliance.

2.0 AUDITING AND MONITORING ACTIVITIES

The SUPPLIER and its sub-suppliers shall allow access to their premises, staff and employees for inspection audits and checks by GA and/or auditors/controllers/inspectors and to answer requests for information from GA and/or auditors/controllers/inspectors. In particular, GA and/or its representatives reserve the right to conduct announced, semi-announced and/or unannounced audits to monitor the compliance of the SUPPLIER and its sub-suppliers. The SUPPLIER and its sub-suppliers and subcontractors shall grant full access to all operations including worker accommodations, documentation, and grant permission to conduct confidential worker interviews. GA reserves the right to suspend or terminate the relationship, should Code non-compliances be detected.

GIORGIO ARMANI

3.0 LAWS AND REGULATIONS

The SUPPLIER and its sub-suppliers shall comply with:

- all applicable legal requirements, national and international laws, regulations, collective and supplementary agreements in terms of respect for human rights and employees' rights in the workplace and respect for the environment;
- this Sustainability Code;
- the international conventions and declarations listed in APPENDIX I: LIST OF MAIN CONVENTIONS AND DECLARATIONS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY.

The SUPPLIER and its sub-suppliers shall at a minimum abide by all applicable laws and regulations of the country or countries in which they are doing business. This Code may set standards that go beyond local legislation and reference internationally accepted best practice or conventions; in such instances, the SUPPLIER and its sub-suppliers shall abide by the stricter standard. Should such action contradict local laws and regulations or incur non-compliance with local legislation, the SUPPLIER shall immediately inform GA of such instances.

Compliance with this Code will be considered as a mandatory condition in all contractual relationships between GA and all the suppliers, holding them legally accountable to this Code. Failure to comply may lead to immediate corrective measures, suspension or termination of contractual relations, depending on the gravity of the violation(s) of the abovementioned principles.

4.0 ANTI-BRIBERY AND BUSINESS ETHICS

The SUPPLIER and its sub-suppliers shall not engage in any form of corruption or bribery, including facilitation payments, illegal kickbacks, or secret or other improper payments in any form.

The SUPPLIER and its sub-suppliers shall establish a policy governing bribery and facilitation payments and ensure that whistleblower protections are implemented, as required by law.

Workers shall feel free to refuse to participate in bribery or facilitation payments supported by the facility and shall be aware that they will not suffer demotion, penalty or other adverse consequences for voicing a concern, or for refusing to pay a bribe or facilitation payment even if this action may result in the facility losing business.

The SUPPLIER and its sub-suppliers shall maintain accurate and honest business records, as required by law. Records shall not be falsified in any way or otherwise misrepresent the SUPPLIER's practices. Workers may not be unduly influenced to make false representations about The SUPPLIER's business. The SUPPLIER and its sub-suppliers shall comply with all applicable data privacy laws and regulations. In particular, the SUPPLIER and its sub-suppliers shall collect, use and otherwise process all personal information, in particular of their workers, with reasonable care.

5.0 RESPECT FOR HUMAN RIGHTS AND EMPLOYEES' RIGHTS IN THE WORKPLACE

The SUPPLIER and its sub-suppliers shall employ workers on the basis of formal contracts in compliance with local legislation and in accordance with the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. The definition "worker" shall include but is not limited to management, office and production personnel, contracted and imported labor, homeworkers, and part-time, fixed-term, temporary, agency workers and/or seasonal labor workers. Every possible effort shall be made to ensure regular and secure employment conditions.

The SUPPLIER and its sub-suppliers shall comply, in respect of its staff, with any and all obligations in relation to labour, health and safety, employment and remuneration, social security and welfare laid down by law, by the national bargaining agreements applicable to their respective industrial sector, and by any territorial and enterprise agreements, including supplementary agreements, in force throughout the term of the contract.

GIORGIO ARMANI

As per ARMANI's Modern Slavery Act Statement, ARMANI does not tolerate modern slavery, forced or child labor and will act with speed should any audit or accusation uncover a violation of these principles.

5.1 CHILD LABOR

In compliance with ILO Conventions No.182 Worst forms of Child Labor and No.138 Minimum Age, the SUPPLIER and its sub-suppliers shall not employ individuals under the age of 15 (or 14, if the law establishes a higher employment or compulsory school attendance age, in which event the higher age shall prevail) and individuals under the age of 18 shall not be subjected to hazardous work, including night work and overtime.

Where legally allowed children or young workers under 18, however, shall not work during night hours and must not be exposed to situations – within or outside the workplace – that are hazardous or unsafe to their physical and mental health and development.

The SUPPLIER and its sub-suppliers shall develop, take part in and give their contribution to policies and remedial programmes for teen workers, to ensure that they attain an adequate level of education.

The SUPPLIER and its sub-suppliers shall implement a management system that verifies the age of each employee by review of legally accepted documentation.

Employment of trainees/apprentices both under and over the age of 18 shall be conducted in compliance with local legislation and this Code.

Apprenticeship/traineeship schemes shall not be used to systematically avoid the payment of wages and benefits.

The SUPPLIER and its sub-suppliers shall ensure that age verification procedures are in place and only rely on official government identification documents and educational records. Should the SUPPLIER and its sub-suppliers identify the existence of child labor in the SUPPLIER operations, the SUPPLIER shall implement a remediation plan that effectively resolves the situation and takes into account the wellbeing of the child.

5.2 FORCED & BONDED LABOR

Neither the SUPPLIER nor any temporary employment agencies used by the SUPPLIER or by its sub-suppliers shall engage in forced¹, involuntary, prison, debt-bonded², indentured, or slave³ labor practices and trafficking in persons⁴.

Forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.

All workers shall be in possession or have direct access to their personal identity documents and must be guaranteed freedom of movement.

Workers shall not be subject to deposits or bonds as a condition for employment.

Neither the company nor any other entity providing labour to the company shall withhold any portion of the employees' salaries and/or indemnities, and nor shall they seize their property or documents with the purpose of forcing employees to continue their employment relationship with the company.

¹ As defined in ILO Conventions No. 105 Abolition of Forced Labour Convention and No. 29 Forced Labour Convention

² As defined in the Supplementary Convention on the Abolition of Slavery, the Slave Trade, and Institutions and Practices Similar to Slavery (1956)

³ As defined in the Slavery Convention (1926)

⁴ As defined in the Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime (2000)

GIORGIO ARMANI

5.3 FOREIGN & MIGRANT LABOR

The SUPPLIER and its sub-suppliers shall, at minimum, reference ILO Convention No. 181 Private Employment Agencies for standards on workers hired through recruitment agencies. If applicable, the SUPPLIER and its sub-suppliers shall only engage with reputable, government-registered recruitment agencies.

Workers shall not pay any recruitment fees, travel expenses or administrative costs (e.g. visa application) for the purpose of employment and no fees may be charged related to a worker maintaining their job. Where migrant workers are recruited from abroad, the employer must provide for the cost of the employee's return transportation once the employment engagement ceases. Where any fees are charged, employers should seek to reimburse workers.

The SUPPLIER and its sub-suppliers shall engage in due diligence activities to ensure recruitment agency and/ or labor broker hiring and employment practices are in compliance with the law and this Code.

Where housing is provided by the SUPPLIER, there shall be no unreasonable restrictions on workers' movement and workers should only be charged for housing at rates equivalent to the local market. The SUPPLIER and its sub-suppliers shall not discriminate against foreign and migrant workers in any way. The SUPPLIER and its sub-suppliers must respect the cultural and religious needs of foreign and migrant workers and accommodate religious practices to the extent possible.

All foreign and migrant workers must be given the opportunity to actively participate in freedom of association and collective bargaining. Where they are legally restricted from so doing, the SUPPLIER must ensure alternative means of foreign and migrant worker representation.

5.4 DISCIPLINE, ABUSE AND HARASSMENT

The SUPPLIER and its sub-suppliers shall not engage in any conduct that is threatening, offensive or aimed at exploitation or sexual harassment, including gestures, language or physical contact, whether in the workplace or, if applicable, in residences or in other areas provided to employees by the company.

The SUPPLIER and its sub-suppliers shall treat all its employees with dignity and respect. The SUPPLIER and its sub-suppliers shall not incite or tolerate physical punishment, verbal, physical, or mental abuse, mental or physical coercion or threat against employees, neither financial penalties/ deductions.

The SUPPLIER and its sub-suppliers shall implement a written disciplinary procedure that supports and implements the standards of this Code.

5.5 DISCRIMINATION

In compliance with ILO Conventions No. 100 Equal Remuneration Convention and No. 111 Discrimination (Employment and Occupation) Convention, and taking as reference other international standard on the **Diversity and Inclusion (D&I)**, the SUPPLIER and its sub-suppliers shall not adopt or promote any form of discrimination or preferential treatment towards workers in all aspects of employment, including but not limited to hiring, terms of employment, promotion, access to training, termination, and retirement on the basis of race, gender identity, color, nationality, religion, age, maternity, civil status, social or ethnic origin, sexual orientation, political opinion, disability, affiliation, non-affiliation, or any other status or personal characteristic.

The SUPPLIER shall commit itself to promoting and developing the implementation of a long-term commitment and strategy to embedded diversity and inclusion in their workplaces, aimed at creating an equitable workplace by putting in place positive actions geared towards women empowerment and inclusion of all types of diversity, identifying D&I objectives, opportunities and risks, actions, measures, outcomes and impacts.

GIORGIO ARMANI

5.6 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

In compliance with ILO Conventions No. 87 Freedom of Association and Protection of the Right to Organise and No. 98 Right to Organise and Collective Bargaining, the SUPPLIER and its sub-suppliers must respect the workers' legal rights on freedom of association and collective bargaining without interference or retaliation. Particularly, they shall guarantee the employees' rights to establish, participate in and organise trade unions according to their own will and their right to bargain collectively through the trade unions. In the event that freedom of association and the right to bargain collectively become limited by law, the company shall allow its workers to freely elect their own representatives.

The SUPPLIER and its sub-suppliers shall ensure that workers' representatives and any personnel engaged in organising workers are not exposed to discrimination, harassment, intimidation or retaliation.

Where local legislation curtails these rights, the SUPPLIER and its sub-suppliers shall encourage alternative means to facilitate worker representation.

5.7 COMPENSATION

The SUPPLIER and its sub-suppliers shall respect employees' rights to a living wage, which shall be sufficient to meet the basic needs of personnel and to provide some discretionary income. The SUPPLIER and its sub-suppliers shall ensure that the living wage paid for a normal work week, not including overtime, corresponds to at least legal or industry minimum standards, or collective bargaining agreements (where applicable): workers shall receive whichever is higher.

Deductions from wages for disciplinary purposes shall not be allowed. Any exceptions to this rule will only be applicable upon the occurrence of both of the following conditions:

- deductions from wages for disciplinary reasons are permitted by national laws;
- a freely negotiated collective bargaining agreement is in force that permits this practice.

The SUPPLIER and its sub-suppliers shall ensure that payment of salaries and wages comply with applicable laws and that payments are not made in cash but by other traceable means, whichever best suits the workers' wishes. Moreover, the SUPPLIER and its sub-SUPPLIER shall ensure that employees' salary and wage structures are clearly and duly specified in writing for each wage period so that employees are provided with regular and timely wage payment and with an itemized pay slip each pay period. Payroll records shall be kept to verifying all employees payments, benefits and deductions from pay are in compliance with local laws and regulations, applicable collective bargaining agreements and this Code.

All overtime work shall be paid at a higher rate than regular rate (premium rate), as prescribed by national laws. However, in countries where overtime pay rates are not regulated by law or by collective bargaining agreements, overtime work shall be paid according to the prevailing standards in the sector, on conditions that are more favourable to the worker.

Apprenticeships and training contracts are encouraged on the condition that remuneration is in compliance with local legislation and that adequate levels of training and development are ensured.

The work from home shall be paid based on a guaranteed hourly minimum wage with verifiable tracking of wage calculations and production capacity.

5.7.1 BENEFITS

The SUPPLIER and its sub-suppliers shall furnish all workers with legal benefits, in particular social security, annual leave, statutory holidays and parental leave.

Regardless of law, the SUPPLIER and its sub-suppliers should strive to provide a minimum of 14 weeks of maternity leave in accordance with ILO Convention No. 183 Maternity Protection, and are

GIORGIO ARMANI

encouraged to provide both men and women with decent working conditions that can support them in their roles as parents and caregivers.

5.7.2 HIRING AND EMPLOYMENT PRACTICES

All workers shall be in a legal employment relationship.

The SUPPLIER and its sub-suppliers must provide all workers with a copy of their employment terms in writing and in the official language and any language understood by the employee and make sure employees fully understand the employment terms prior to beginning to work for the SUPPLIER. This information must include key terms and conditions, including wages and fringe benefits, payment frequency, deductions, working hours, holidays, notice periods, sick pay, maternity pay, the location of work, living conditions, housing and associated costs, any other local requirements, any significant cost to be charged to the candidate and, if applicable, the hazardous nature of the work. Employees should not be required to sign an incomplete contract.

The SUPPLIER and its sub-suppliers shall not use labour-only contracting arrangements/ agency labour agreements, consecutive short-term/fixed-term contracts, false apprenticeship, temporary or other non-full-time employment schemes to avoid meeting its obligations to personnel under applicable laws and regulations pertaining to labour and social security (i.e. workers' rights, benefits, etc.).

Overtime work shall not be used to replace regular employment.

Working from home is allowed only where the employment relationship is governed by a formal contract drawn up in compliance with the employment and health and safety provisions mentioned herein and shall comply with all applicable laws and regulations. Work that is started in a factory shall not be reallocated to be completed offsite by working from home.

The SUPPLIER and its sub-suppliers shall hold GA indemnified and harmless from any request, claim or objection lodged by its administrators, managers, employees, workers and partners of whose activity the SUPPLIER makes use, also with regard to their employment relationship or the termination thereof, which in any way derives from acts or omissions by the SUPPLIER.

5.8 WORKING HOURS

The SUPPLIER and its sub-suppliers shall comply with laws and industry standards governing working hours, public holidays and vacations. A standard working week, except for overtime work, shall be in compliance with the provisions of law; nevertheless, it shall not exceed 48 hours.

Overtime work shall not be mandatory and must be requested responsibly, taking into account the following factors: the extent, frequency and hours worked by individual workers and the workforce as a whole. Any exceptions to this rule shall only be allowed upon the occurrence of all of the following conditions:

- the work schedule provided by applicable law exceeds the above-mentioned limit;
- existence of a collective bargaining agreement that provides for a flexible work schedule and includes suitable rest periods: overtime work must be subject to acceptance and must not exceed 12 hours per week or be required on a regular basis;
- the employer can demonstrate that its request for overtime work is due to the occurrence of exceptional circumstances, such as unexpected production peaks, accidents or emergencies.

Workers shall be informed about overtime in advance and permitted to reject the overtime request without punishment or retaliation.

Working hours and rules shall be established by written contract with the employee. The SUPPLIER and its sub-suppliers shall maintain accurate time records to verify each worker's regular and overtime working hours and rest periods.

The SUPPLIER and its sub-suppliers shall provide rest breaks and daily rest in accordance with applicable laws and collective bargaining agreements. Workers shall be permitted at least one day off in a seven workday period.

GIORGIO ARMANI

Employees have the right to leave the workplace at the end of the standard working hours or in case of medical or family emergencies and should be free to terminate their work contract upon a reasonable notice to the employer, as provided for by applicable law or international labour standards, whichever is more stringent.

5.9 HEALTH AND SAFETY – WORK AND LIVING SPACE

The SUPPLIER and its sub-suppliers shall provide all workers with a safe and healthy working and, if applicable, living environment, ensuring building and fire safety, machinery and equipment safety, access to potable water and suitable sanitary facilities, access to appropriate personal protective equipment and emergency care, and appropriate storage and handling of hazardous materials.

To prevent potential accidents and avoid jeopardising the workers' health and safety in the workplace, the SUPPLIER and its sub-suppliers shall implement a health and safety management system including, at a minimum, appropriate health and safety management personnel, a health and safety plan including accident prevention and emergency action, worker safety training, and means of communication between workers and management. In particular, the SUPPLIER and its sub-suppliers shall:

- assess any specific risk present in the workplace and endeavour to reduce the risk factors as far as reasonably practicable.
- provide specific personal protective equipment to its personnel and in accordance with applicable laws.
- guarantee access to adequate hygienic sanitary facilities, and, if workers are provided with housing, this must be suitable to satisfy the workers' basic needs.
- periodically train its personnel on safety aspects, standards and procedures to follow, so that they can familiarise with the use of protective equipment and the assessment of accident risks in order to identify risk factors and adopt preventive measures
- ensure that health and safety standards and guidelines are consistently applied.
- appoint a management representative tasked with ensuring a safe and healthy workplace environment for all personnel.

Workers shall be free to choose between the SUPPLIER-provided housing and other accommodation alternatives.

5.10 COMMUNITY ENGAGEMENT

SUPPLIER and its sub-suppliers are strongly encouraged to promote social and economic development in the communities in which they operate. This can be done by developing relationships with organizations working to support the wider community through sustainable means and in areas ranging from culture to humanitarian needs.

5.11 MANAGEMENT SYSTEMS

To manage compliance with this Code, the SUPPLIER and its sub-suppliers shall assign responsibility to personnel for communicating and implementing this Code. Such personnel shall be aware of all applicable legislation and any changes to such, shall inform all workers and ARMANI operations related subcontractors of this Code, and monitor adherence to the Code.

The SUPPLIER and its sub-suppliers shall communicate this Code to all workers, staff, upstream and downstream sub-suppliers. The SUPPLIER and its sub-suppliers shall undertake all necessary steps to ensure due diligence in their supply chains in line with this Code.

The SUPPLIER and its sub-suppliers shall implement a grievance mechanism that permits all workers to confidentially communicate any concerns, without the risk of retaliation, to management and/ or worker representatives.

GIORGIO ARMANI

6.0 RESPECT AND PROTECTION OF THE ENVIRONMENT

The SUPPLIER and its sub-suppliers shall comply with all applicable Environmental Laws and not use or incorporate any material which is not fully compliant with them.

The SUPPLIER and its sub-suppliers shall obtain and maintain all licenses, authorisations, permits, certifications and approvals required under any applicable Environmental Laws.

Pursuant to the applicable Environmental Laws, the SUPPLIER and its sub-suppliers shall not use or incorporate any material which is not fully compliant with applicable Environmental Laws and standards. In addition, the SUPPLIER and its sub-suppliers undertake to comply with the Products Restricted Substance List (PRSL) of GA, according to the terms and provisions outlined in that list. GA will have the right to assess from time to time, the level of compliance achieved by the SUPPLIER and provide, if necessary, additional instructions designed to improve it.

In line with ARMANI sustainability strategy, the SUPPLIER and its sub-suppliers shall endeavour to take any action of improvement in order to avoid and to reduce its negative environmental impacts related to the emissions of GHG resulting from its own activities.

Specifically, the SUPPLIER and its sub-suppliers shall undertake to evaluate:

- The conscient use of natural resources, monitoring where it's possible its own consumptions (water, electricity, gas, paper, etc.) and generated waste.
- The implementation and eventually the certification of an energy management system such as ISO50001 as well as the monitoring of its own energy consumptions, for instance through systems like BMS (Building Management System) o BEMS (Building Energy Management System), that enable to know, to measure and to monitor its own energy impacts.
- The use of high efficiency lightening technologies such as LED, combined with smart lightening systems of management.
- The reduction of the network energy consumptions through the installation of photovoltaic plants, self-made production system of electricity from solar radiation, or hybrid photovoltaic plants able to capture the solar energy, to store it and then use it to heat tap water, the spaces or for needs of process in substitution/integration of traditional boilers.
- The co-generation, combined with the production of electricity and heat, or trigeneration, the production system in which the heat recovered from the co-generator is being used, in full or in part, to generate cold water.
- The reduction of use of fossil-based generating sets and the use of fossil-based electricity, favouring those from renewable sources, both through direct procurement and purchased by certificates.
- The use of performing heating/air conditioning systems and the development of a maintenance plan to be implemented for the HVAC equipment and all appliances.
- The sustainable management of transportation systems, promoting more sustainable alternatives such as electric, hybrid, methane or bio-methane-fueled vehicles.
- The use of devices and materials with low VOC, which shall be preferred, in compliance with the GSAS guidelines.
- The improvement of water management, protecting water sources, reducing water consumption and maintaining water quality.
- The management of hazardous substances potentially used and discharged into the environment during all operations and logistics processes, as well as those substances potentially present in all the materials used and finished products.
- The proper management of waste, minimising scraps and wastewater production.
- The use of environmentally focused packaging and product composition, preferring FSC paper, recycled raw materials and biodegradable products to disposable ones (such as single-use plastics) and reducing plastic use, transported volumes, and waste.
- The promotion of the supply and consumption of local fair-trade food, reducing food waste and optimising the management of food surpluses.

GIORGIO ARMANI

- The protection of the biodiversity of the ecosystems involved, respecting protected wild flora and fauna in accordance with national and international laws and applying the most restrictive standards.

The abovementioned requirements, whose regulations are reported in APPENDIX II: LIST OF CERTIFICATION SCHEMES REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY, integrate the following specific prerequisites.

6.1 ENVIRONMENTAL MANAGEMENT SYSTEM

The SUPPLIER and its sub-suppliers shall have an environmental policy which is endorsed by top management and put in place a system to evaluate and assess environmental procedures, training, communication, audit, emergency preparedness and response shall be established, implemented and maintained.

The SUPPLIER and its sub-suppliers shall monitor and measure their environmental performance against their environmental objective and target.

ENERGY USE AND GREENHOUSE GASES (GHGS)
<p>The data of energy consumption (including renewable energy) and GHG emission shall be recorded and analyzed in a regular basis.</p> <p>The SUPPLIER and its sub-suppliers shall have energy meters at department or process levels to identify factors that require the highest energy consumption. Energy saving targets and objectives shall be set. Energy saving programs or measures shall be documented, implemented and maintained.</p> <p>Where present, steam / compressed air pipelines shall be regularly checked to prevent leakages.</p>
WATER USE
<p>If required by law, the SUPPLIER and its sub-suppliers shall obtain water use permits if the water source is natural water (e.g surface water and groundwater) and comply with the permit requirements.</p> <p>Water consumption data within the supply base shall be recorded and analyzed in a regular basis.</p> <p>Water pipelines in both working and living areas shall be regularly checked to avoid water loss.</p> <p>The SUPPLIER and its sub-suppliers shall have water meters at department or process levels to identify factors that require the highest water usage.</p> <p>A water conservation target shall be set. Water conservation programs or measures shall be documented, implemented and maintained.</p>
WASTEWATER / EFFLUENT
<p>All wastewater sources shall be identified and documented. A drainage plan shall be in place to identify all the industrial wastewater flows and discharge points.</p> <p>All the wastewater quality and quantity shall be regularly monitored to ensure the compliance with the legal requirement.</p> <p>Wastewater controls procedures shall be in place and implemented accordingly.</p> <p>The SUPPLIER and its sub-suppliers shall have onsite ETPs (Effluent treatment plant) or offsite ETPs (treatment contract shall be in place) to treat the industrial wastewater before discharge.</p> <p>ETPs shall have sufficient capacity for the volume of treated wastewater.</p> <p>Where there are onsite ETPs or pre-treatment plants, the SUPPLIER and its sub-suppliers shall implement and document maintenance programs.</p>
AIR EMISSION
<p>Air emission controls procedures shall be in place and implemented accordingly.</p> <p>All the airborne pollutants emission sources, including both stationary and fugitive sources, shall be identified and documented.</p>

GIORGIO ARMANI

An inventory of equipment containing ODS (Ozone Depleting Substances) shall be kept, and the equipment shall be regularly maintained to avoid the risk of ODS leakage.
The air emission quality shall be regularly monitored to ensure compliance to legal requirements.
Proper air emission treatment units shall be installed as required by law and EIA (Environmental Impact Assessment) requirements.
If there are on-site air emission treatment units, the SUPPLIER shall implement and document maintenance programs.

WASTE MANAGEMENT

Waste generation quantities shall be recorded on a regular basis. A waste inventory shall be kept and cover waste type, quantity and disposal method, including waste linked to the facility (e.g. paper, plastic, glass and packaging) and waste linked to product (off-cuts and textile wastage).
The SUPPLIER and its sub-suppliers shall take measures to reduce the generation of waste and divert waste through optimized alternatives including re-using or recycling waste. The waste linked to product (e.g. off-cuts and textile wastage) shall be internally reused or recycled by a qualified party, rather than disposed as domestic waste by method of incineration or landfill.
Both non-hazardous and hazardous waste shall be transported, treated and disposed by a registered waste contractor in a legally approved manner.
On-site waste burning or landfilling of waste is forbidden.
Waste management procedures shall be in place and implemented accordingly. Waste reduction targets and objective shall be set. Waste reduction programs or measures shall be documented, implemented and maintained.

NUISANCE MANAGEMENT

The potential nuisance from site activities and associated impacts (including odor, noise, visual and general housekeeping) shall be identified and documented.
Noise emission quality shall be regularly monitored to ensure compliance with the legal requirement.
Nuisance controls procedures shall be in place and implemented accordingly.

HAZARDOUS SUBSTANCES

No legally banned chemicals shall be used or stored by the SUPPLIER and its sub-suppliers. No restricted chemicals shall be used or stored unless gaining appropriate authorization.
An experienced person shall be appointed to be in charge of the chemical management in factory.
The SUPPLIER and its sub-suppliers shall start to phase out, and ultimately eliminate, the use of hazardous substances as defined in Manufacturing Restricted Substances List (MRSL).
The Manufacturing Restricted Substances List (MRSL) is intended to provide a guidance document to address the issue of hazardous substances potentially used and discharged into the environment during manufacturing and related processes, as well as those substances potentially present in finished products.
The SUPPLIER and its sub-suppliers shall maintain a chemical inventory which covers all chemicals used in the production process and ETP.
A process shall be in place to ensure the used chemicals comply with ARMANI's MRSL.
A process shall be in place to ensure the final product complies with ARMANI's RSL.
The SUPPLIER and its sub-suppliers shall maintain all chemical's SDS (Safety data sheet) in the local language. SDS shall be posted in both the storage and usage area.
Chemical safety management procedures shall be documented and implemented.
Chemicals shall be segregated and stored in a designated area with access controls. All chemicals shall be properly labelled.
Proper measures shall be in place to prevent the risk of chemical spill and leakage.
Chemical hazard signage and safe handling equipment shall be provided in all chemical usage areas.

GIORGIO ARMANI

Workers exposed to chemical risk shall wear proper PPE; eyewash and shower stations shall be in place and not far from the risk area.

LAND USE & BIODIVERSITY

Procedures on assessment of impact on land use and biodiversity management shall be in place and implemented.

6.2 ANIMAL WELFARE

The SUPPLIER and its sub-suppliers shall comply with all relevant legal guidelines and policies relating to animal health and welfare and shall commit to the welfare of the animals including but not limited to breeding, raising, handling/herding, transportation, catching and slaughtering. The SUPPLIER and its sub-suppliers shall not conduct or use third parties to conduct harmful experiments on animals and source preferentially through captive-breeding operations that can be verified by third parties when their countries have well-established and enforced legislation covering animal welfare and trade. The SUPPLIER and its sub-suppliers shall ensure the respect of the "Five Freedoms" for welfare of farmed animals:

- Freedom from Hunger and Thirst – by providing ready access to fresh water and a diet to maintain full health and vigor;
- Freedom from Discomfort – by providing an appropriate environment including shelter and a comfortable resting area;
- Freedom from Pain, Injury and Disease – by ensuring prevention or rapid diagnosis and treatment;
- Freedom to Express Normal Behavior – by providing sufficient space, proper facilities and company of the animal's own kind; and
- Freedom from Fear and Distress – by ensuring conditions and treatment which avoid mental suffering.

The SUPPLIER and its sub-suppliers shall follow all advisable practices aimed at protecting the animals' emotional condition, biological functioning and natural behavior, taking into account the needs of the species and the biodiversity of the habitats in the regions where animal products are sourced. The SUPPLIER and its sub-suppliers shall also undertake to protect populations of wildlife species. The SUPPLIER and its sub-suppliers shall guarantee that animal-based materials are legally sourced as well as constantly improve and supervise animal welfare.

7.0 MATERIAL SOURCING

Compliance with this Code shall be ensured throughout the supply chains of all the GA brands' products (including packaging) and services. In general, the SUPPLIER and its sub-suppliers shall:

- track the origin of the materials used;
- search for locally produced or "zero kilometer" materials (preferring European producers to international ones);
- choose scraps or leftovers materials (either leather, fabrics or other materials) and unused stationary. Alternatively, in case of purchase, they shall:
 - choose materials which can be recovered for other purposes, recycled at the end of their lifecycle and/or handed back (rentals or hires);
 - favor compostable or biodegradable materials (wood, paper, not synthetic organic fabrics, organic material like raffia or juta);
 - in case of plastic-based or synthetic materials, prefer recycled or bio-based plastics;
 - use regenerated or recycled materials.

With respect to the following materials, the SUPPLIER and its sub-suppliers shall specifically:

GIORGIO ARMANI

7.1 CELLULOSIC FIBERS

RUBBER
<ul style="list-style-type: none"> • guarantee that the rubber sourced does not come from plantations that have been recently established (since 2004) by clearing natural forest or converting mixed agricultural-forestry production areas (e.g. "jungle rubber") to monoculture plantations. High risk areas for sourcing are: Gabon, Laos, Cambodia, China, Indonesia; • guarantee that the rubber sourced does not come from plantations that have been established on land taken away from local communities without first obtaining their 'free and prior informed consent'. • ensure complete traceability of raw materials from cropping/harvesting to any single process of transformation; • ensure complete traceability, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) of raw materials from cropping/harvesting to any single transformation process, from raw material to the fabric; • Minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the product supplied to ARMANI.
WOOD, PAPER AND DERIVED PRODUCTS
<ul style="list-style-type: none"> • ensure that all wood, paper and derived products sourced are FSC certified; the use of recycled fibers is preferred. Where FSC certification is not available, PEFC certification may be used; • ensure that manufacturing process are Chlorine-free; • ensure complete traceability of raw materials from cropping/harvesting to any single transformation process; • Minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to ARMANI. <p>Where certifications are not available, avoid using wood, paper and derived products originated from:</p> <ul style="list-style-type: none"> • endangered forests such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests of British Columbia, Alaska and Chile, and the tropical forests and peat lands of Indonesia, the Amazon and West Africa; • plantations obtained from the conversion of tropical forests or peat land (cut-off date 1994); • controversial suppliers included in the Greenpeace list.
CELLULOSE FIBERS
<ul style="list-style-type: none"> • ensure that all cellulose fibers sourced are FSC certified or GRS certified in case of fibers made from recycled materials or agriculture waste; • ensure that, a policy of sustainable forests management, is adopted, maintained and verified in accordance with CanopyStyle methodology; • ensure that manufacturing processes are Chlorine-free; • ensure that cellulose fibers are made from a closed-loop chemical management system, whereby the chemicals used and produced in the processing of paper pulp either in staple fiber or filament yarn, are not released in the environment but recycled in the production process, and where worker's health and safety are well-protected, minimizing air emission of chemicals, water consumption, the impact of the chemical products and hazardous waste; • ensure complete traceability, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) of raw materials from cropping/harvesting to any single transformation process, from raw material to the fabric;

GIORGIO ARMANI

- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to ARMANI. Where certifications are not available, avoid using wood, paper and derived products originated from:
 - endangered forests;
 - plantations obtained from the conversion of tropical forests or peat land;
 - controversial suppliers included in the Greenpeace list.

7.2 SYNTHETIC FIBERS AND PLASTIC MATERIALS

Concerning synthetic fibers and plastic materials (such as PET, Polystyrene, Nylon/Polyamide, Polyester, Acrylic, etc.), the SUPPLIER and its sub-suppliers shall favor the recycling of plastic and avoid mix materials (such as plastic glued with paper, fabrics, etc.) as well as:

PLASTICS
<ul style="list-style-type: none">• prefer plastics that are made of a certified recycled content in accordance with the Global Recycled Standard (GRS) or similar certifications. Alternatively obtaining supply of bio-content based plastics (not composed of fuel or other fossil fuels) or compostable;• completely avoid the use of PVC into the products;• adopt certifications or regulations attesting the biological content, degree of biodegradability or compostability (CEN/TS 16137:2011, ISO 14851, ISO 17556, EN 13432, ISO 14855, EN 13432, EN 14995, ASTM D6400, ISO 17088:2008, EN 14045, TÜV OK Biobased, TÜV OK Biodegradable, TÜV OK Compostable);• avoid the use of non-recyclable plastics single-use nano-plastics (plastic micro particles) and oxo- fragmentable plastics;• avoid the use of hard-plastics such as polyurethanes or resins that are not recyclable;• ensure that the bio-plastic component uses feedstock that is not a food source, but it is rather from non- edible parts of the plant or from forestry, proteins from discarded sources, etc.• ensure that the production of the bio-plastic component uses feedstock that have not been genetically modified (GMO);• ensure complete traceability, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) of raw materials and any single process of transformation from raw material to fabric; cropping/harvesting areas (limited to bioplastics) and any type of recycled material (pre-consumer, post- consumer etc.) and transformation processes;• minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the product supplied to ARMANI.
SYNTHETIC FIBERS
<ul style="list-style-type: none">• prefer plastics that are made with of a certified recycled content in accordance with the Global Recycled Standard (GRS) or similar certifications. Alternatively, obtaining supply of bio-content based plastics (not composed of fuel or other fossil fuels) or bio-content (non-fossil/petrol content) or compostable.• adopt certifications or regulations attesting the biological content, degree of biodegradability or compostability (CEN/TS 16137:2011, ISO 14851, ISO 17556, EN 13432, ISO 14855, EN 13432, EN 14995, ASTM D6400, ISO 17088:2008, EN 14045, TÜV OK Bio based, TÜV OK Biodegradable, TÜV OK Compostable);• avoid the use of non-recyclable synthetic fibers;

GIORGIO ARMANI

- ensure that the bioplastic component is from non-food material, but rather comes from non-edible parts of plants, forest resources, proteins from scraps, etc.
- ensure that the production of the bio-plastic component is not produced from genetically modified (GMO);
- ensure complete traceability, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) of raw materials and any single process of transformation from raw material to fabric; cropping/harvesting areas (limited to bioplastics) and any type of recycled material (pre-consumer, post-consumer etc.) and transformation processes
- minimize the environmental impact and use of hazardous chemicals throughout all the production processes from raw material to the tissue supplied to ARMANI.

7.3 NATURAL MATERIALS OF ANIMAL ORIGIN

Starting from the Fall Winter 2016 season and in agreement with Fur Free Alliance, the garments of the ARMANI Group's collections have been fur free. To reinforce its commitment towards animal welfare, GA will cease the use of angora wool for all its products starting from the Fall Winter 22-23 season. The SUPPLIER and its sub-suppliers shall specifically:

CASHMERE
<ul style="list-style-type: none"> • ensure that the animal farming has not led to recent conversion of sensitive and important ecosystems and is not seriously degrading the land through soil erosion and chemical inputs; • use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS)-certified, or recycled or regenerated fibers that are Sustainable Fiber Alliance (SFA) or Global Recycling Standard (GRS); guarantee, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) guarantee information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned); • ensure compliance with the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III) throughout the supply chain minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to ARMANI.
WOOL
<ul style="list-style-type: none"> • ensure that animal farming has not led to recent conversion of sensitive and important ecosystems and is not seriously degrading the land through soil erosion and chemical inputs; • guarantee, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) guarantee information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned); • ensure compliance with the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III) throughout the supply chain; • use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS), Responsible Wool Standard (RWS) or recycled or regenerated fibers that are Global Recycling Standard (GRS) certified; • minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to ARMANI.

GIORGIO ARMANI

SILK

- use, if possible, fibers, yarns and/or fabrics that are Global Organic Textile Standards (GOTS) certified;
- guarantee, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) complete traceability from the origin of raw materials, to farming , harvesting (sericulture) to any single transformation process, from raw material to the fabric;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the fabric supplied to ARMANI.

LEATHER

- ensure that leather supplies do not come from farms involved in any form of deforestation;
- ensure complete traceability of leathers from farming and origin of leathers, slaughterhouse to any single tanning processes;
- ensure compliance with the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III) throughout the supply chain
- ensure that leather supplies do not come from farms which directly or indirectly use land recently converted to pasture from sensitive natural eco-systems with a high conservation value;
- guarantee that the leather sourced does not come from cattle grazing operations that occupy land disputed by indigenous groups or areas protected by federal, state or municipal legislation, or farms included in MTE's embargo list (Ministério do Trabalho e Emprego: www.mte.gov.br);
- minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to ARMANI.

PRECIOUS SKINS

- not use animal skins from species that are listed in the IUCN Red List as: "near threatened", "vulnerable", "endangered" or "critically endangered";
- ensure that all species listed in CITES Appendices have the appropriate CITES permits that have been verified by the supplier;
- guarantee that they do not trade in (buy or sell) illegal species (i.e. CITES) and that all trade in skins complies with local and international laws;
- ensure complete traceability of skins from the animal breeding or capturing operations to any single tanning processes;
- provide, in accordance with the procedures set out by ARMANI, information on the source, processing facilities and tanning processes of skins (detail of processes,
- ensure compliance with the animal welfare standards in line with the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III)

OTHER ANIMAL FIBERS

- not use animal skins from species that are listed in the IUCN Red List as: "near threatened", "vulnerable", "endangered" or "critically endangered";
- ensure that all species listed in CITES Appendices have the appropriate CITES permits that have been verified by the supplier;
- guarantee that they do not trade in (buy or sell) illegal species (i.e. CITES) and that all trade in skins complies with local and international laws;
- ensure complete traceability of skins from the animal breeding or capturing operations to any single tanning processes;
- provide, in accordance with the procedures set out by ARMANI, information on the source, processing facilities and tanning processes of skins (detail of processes,

GIORGIO ARMANI

- ensure compliance with the animal welfare standards in line with the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III)

DOWN AND FEATHER

- ensure that feathers or downs are Responsible Down Standard (RDS)/Traceable Down Standard (TDS) certified or adopt, maintain and verify a sourcing policy that ensures there has been no live plucking and they don't derive from animals that have undergone force-feeding during the reproductive phase of their lives;
- guarantee the respect of the "ARMANI ANIMAL WELFARE POLICY" (APPENDIX III)
- ensure complete traceability of raw materials from farming to every stage of the transformation processes and provide, in accordance with "ARMANI TRACEABILITY POLICY" (APPENDIX IV), information on the origin of raw materials, farming areas and transformation processes (detail of the processes, location and names of the suppliers concerned);
- minimize the environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to ARMANI.

7.4 NATURAL MATERIALS OF PLANT ORIGIN

COTTON

- not purchase cotton from Uzbekistan, Syria, Turkmenistan or any other country which is considered to be at high risk due to the use of child labour, forced labour or any other violation of the human rights;
 - use, if possible, fibers, yarn and/or fabrics that are Global Organic Textile Standard (GOTS) certified or alternatively recycled or regenerated fibers that are Global Recycling Standards (GRS) certified;
 - use Fairtrade-certified cotton or adopt, maintain and verify a sourcing policy that guarantees full compliance with this Code;
 - avoid using genetically modified cotton;
 - ensure complete traceability, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) of raw materials from cropping/harvesting to any single transformation process, from raw material to the fabric;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the product supplied to ARMANI.

7.5 OTHER MATERIALS

COLOURED GEMSTONES

- ensure stones do not come from activities or organizations sponsoring conflicts, terrorism or devoted to the violation of human rights;
- ensure that supplied stones have been extracted in full compliance with the strictest social and environmental standards;
- avoid obtaining supply of stones coming from war zones;
- adopt internationally recognized certifications related to the integrity of the processes and of the supply chain of precious metals and stones (for example RJC COP - Responsible Jewellery Council - Code of Practice);
- make sure that all actors involved in the supply chain (for example mine workers) adhere to the UN Declaration of Human Rights principles as well as the UN Declaration on the Rights of Indigenous Peoples (UNDRIP);

GIORGIO ARMANI

- ensure complete traceability of raw materials from mining to every stage of the transformation processes and provide, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV), information on the origins of the raw materials, mining operations and transformation processes (detail of the processes, location and names of the suppliers concerned);
- minimize the environmental impact and the use of hazardous chemicals throughout all the production processes from raw material to the product supplied to ARMANI;
- provide ARMANI with the sales invoice that encloses a statement regarding the origin of the stones from legitimate sources, not involved either in the funding of conflicts or violation of Human Rights and verified in accordance with the la OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

OTHER PRECIOUS METALS (SILVER, PLATINUM-GROUP METALS, ETC.)

The SUPPLIER and its sub suppliers shall provide, as of now, ARMANI with only gold or products containing gold that meet one of the following requirements:

- the purchased gold is Fair mined (FM) or Fairtrade (FT) certified;
- the purchased gold is RJC-CoC certified;

Additionally, the SUPPLIER and its subcontractors shall:

- ensure complete traceability of raw materials from mining to any single transformation process and provide, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV) the procedures set out by ARMANI, information on the origins of the raw materials, mining operations and transformation processes (detail of the processes, location and names of the suppliers concerned);
- minimize the environmental impact and the use of hazardous chemicals throughout all the production processes from raw material to the product supplied to ARMANI;
- the sale invoice to ARMANI shall enclose a statement about the origin of gold from legitimate sources, not involved in the funding of conflicts in compliance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. This statement, in case of RJC CoC- certified gold, may be replaced by the Transfer Document attached to the invoice.

OTHER NON-PRECIOUS METALS AND ALLOYS

- provide metals and alloys that come from legitimate activities, not involved in sponsoring conflicts, in the violation of human rights and exploitation of people;
- minimize environmental impact and use of hazardous chemicals throughout the entire production processes, from raw material to the product supplied to ARMANI;
- provide, in accordance with the "ARMANI TRACEABILITY POLICY" (APPENDIX IV), information on the origins of the raw materials

PERFUMES AND COSMETICS

- avoid performing tests on animals for cosmetics and perfumes as well as for all the ingredients used in their manufacturing.

GIORGIO ARMANI

8.0 PROCUREMENT OF SERVICES

These requirements apply to all type of services requested by and provided to any GA department or business unit by its SUPPLIER and sub-suppliers in all its activities and throughout the supply chains of all its brands. Services not included among catering, transport and accommodation, security, cleaning, care and maintenance services, any type of consulting services and any other services shall be carried out according to the precautionary principle. The precautionary principle means acting carefully and conservatively to minimise potential impact affecting the environment and human health. Specific requirements are as follows.

8.1 CATERING AND BEVERAGES CATERING

The SUPPLIER and its sub-suppliers shall provide food products that are intrinsically safe and healthy. The food product must comply with applicable laws as well as:

- be prepared by favoring the use of natural raw/organic materials or, alternatively, naturally extracted components and limit the use of additives to cases of undoubted benefit for products and people;
- respect animal welfare and protect natural and cultural biodiversity;
- be obtained from non-GMO raw materials, containing no GMOs fractions and not produced from GMO.

In addition, the SUPPLIER and its sub-suppliers undertake to:

- favor unpacked food or, alternatively, provide food product packaging that ensures the maintenance of organoleptic, nutritional and safety characteristics and gives exhaustive information about nutritional values, shelf life, methods of preservation and use of the product and any allergenic substances present in it, according to the law;
- plan catering with great care, so as to avoid food waste and optimize the management of food surpluses/leftovers by, for example, donating them to local associations;
- increase the procurement of seasonal and locally sourced/fairtrade food products.

8.2 TRANSPORT AND ACCOMODATION SERVICES

The SUPPLIER and its sub-suppliers shall endeavor to favour and offer:

- green transport options, such as hybrid, electric, biomethane-fueled vehicles or public transport;
- hotels or guests houses that are certified according to international standards for the sustainable management of buildings;
- optimized solutions for material transportation that, for example, increase truck loading efficiency and reduce the number of vehicles.

8.3 SECURITY SERVICES

The SUPPLIER and its sub-suppliers shall provide security services in compliance with the respect of human rights. In particular, it is:

- requested to adopt policies about good behavior and the use of force to prevent abuse, misconduct or violations of human rights;
- allowed to provide prevention, protection, surveillance and defense services that are not under the exclusive competence of the police;
- prohibited to engage or hire persons involved in violations of human rights;
- allowed to use force only if strictly necessary and in proportion to the threat;
- permitted to use services, technology and security as self-defense only.

GIORGIO ARMANI

8.4 CLEANING, CARE AND MAINTENANCE SERVICES

The SUPPLIER and its sub-suppliers shall:

- use cleaning techniques and equipment that minimize the amount of cleaning agents, water and electricity used, waste generated, and the impact on indoor air quality;
- use cleaning products without hazardous chemicals and with low environmental impact;
- use maintenance techniques and equipment that minimize the amount of materials, water and electricity used, waste generated, and the impact on indoor air quality;
- use products and materials that are biodegradable and do not contain hazardous ingredients;
- provide staff with continuous training on the correct procedures to be used to carry out cleaning and maintenance activities safely and with a low environmental impact.

9.0 MANAGEMENT OF EVENTS

These guidelines provide a common framework for all the sustainable events of ARMANI with the objective of minimizing as much as possible the environmental impact.

These guidelines apply to all types of GA events (including product launches, runway shows, corporate and press events, shooting/ADV campaigns, sales campaigns, panel discussions, speaker/networking sessions, conferences, seminars, VIP experiences, sponsorships, trade shows, expos, exhibitions, awards and competitions, festivals, parties, webinars, etc.).

The SUPPLIER and its sub-suppliers involved shall specifically refer to section:

- 5.0 RESPECT FOR HUMAN RIGHTS AND EMPLOYEES' RIGHTS IN THE WORKPLACE for social requirements.
- 6.0 RESPECT AND PROTECTION OF THE ENVIRONMENT for environmental requirements.
- 7.0 MATERIAL SOURCING for requirements concerning the supply of any type of materials.
- 8.0 PROCUREMENT OF SERVICES for requirements about any type of services and specifically:
 - Catering and beverages catering
 - Transport & accommodation services
 - Security services
 - Products cleaning, care and maintenance services
- 10.0 MANAGEMENT OF REAL ESTATE AND INTERIOR DESIGN for guidelines about the sustainable management of real estate and interior design projects.

9.1 SERVICES RELATED TO THE DESIGN AND REALIZATION OF EVENTS

The SUPPLIER and its sub-suppliers shall apply the main internationally recognized laws, standards, certifications, protocols and guidelines and any other specific clauses that GA will share for the sustainable management of events.

The SUPPLIER and its sub-suppliers involved in the design and realization of the event shall, during the design, production, installation and dismantling phases, monitor and adopt solutions that reduce waste and plastic, paper, energy and water consumption as well as optimize any other materials consumption. In particular, they shall:

Installation and waste management

- Reduce:
 - Regarding the scenography of the event, avoid the production as well the purchase of (single-use) components, favoring the renting of equipment, furniture and material which may be returned or re-used afterwards.
- Reuse & upcycle/recycle:
 - Reuse, upcycle/refurbish or recycle all materials or setting-ups used for the structure, decoration and equipment. The SUPPLIER and its sub-suppliers in charge of the setting must

GIORGIO ARMANI

provide a plan of how they will accomplish this as well as all the information, technical sheets and certifications on the above-mentioned materials.

- Donate materials to external organizations or third local entities for upcycling.
- Favor recycled materials when manufacturing the structure and decoration (carpets, etc.) of the event and backstage, and do not use PVC (Polyvinyl chloride)-based materials.
- Favor non-flammable materials and use only natural and organic products to reduce the ecological impact.
- Ensure that the process to recycle the materials used is not dangerous for the health and safety of people involved.

Waste management

- Place adequate bins for waste sorting on site. Materials to be sorted and allocated to the adequate channel include at least: paper, cardboard, packaging/metal/glass/batteries, e-waste.

Plastic management

- Ban single use plastic (in particular plastic bottles and catering utensils) and try to limit the use of plastic in general.

Paper management

- Use only certified paper and cardboard for products and packaging and optimize the use of it.

Energy management

- When possible, limit use of auxiliary power units fed by fossil fuel and request connection to local electricity grid and establishment of a contract with a green electricity supplier providing renewable energy.
- If possible, use highly performing heating/air conditioning systems and LEDs for lighting systems.

Water management

- Monitor and reduce water consumption through dedicated systems and maintain water quality.

For further detail, please refer to the ARMANI SUSTAINABILITY GUIDELINES FOR THE MANAGEMENT OF EVENTS.

GIORGIO ARMANI

10.0 MANAGEMENT OF REAL ESTATE AND INTERIOR DESIGN

These guidelines state what is expected from the SUPPLIER and its sub-suppliers about the sustainable management of any real estate and interior design projects (restaurants, hotels, cafés, clubs, showrooms, retail stores, showrooms, etc.) whereby GA is involved to any extent. The SUPPLIER and its-suppliers involved shall specifically refer to section:

- 5.0 RESPECT FOR HUMAN RIGHTS AND EMPLOYEES' RIGHTS IN THE WORKPLACE for social requirements.
- 6.0 RESPECT AND PROTECTION OF THE ENVIRONMENT for environmental requirements.
- 7.0 MATERIAL SOURCING for requirements concerning the supply of any type of materials.
- 8.0 PROCUREMENT OF SERVICES for requirements about any type of services and specifically:
 - Catering and beverages catering
 - Transport & accommodation services
 - Security services
 - Products cleaning, care and maintenance services
- 9.0 MANAGEMENT OF EVENTS for guidelines about the sustainable management of any type of event.

The SUPPLIER and its sub-suppliers shall refer to the main international standards, certifications, protocols, guidelines and to any other specific clauses that GA will share for the sustainable management of real estate and interior design projects (as per APPENDIX II: LIST OF MAIN CERTIFICATION SCHEMES, INTERNATIONAL PROTOCOLS AND INITIATIVES, AND MATERIAL TRADEMARKS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY) for what concerns:

- The conscient use of natural resources
- The implementation and eventually the certification of an energy management system as well as the monitoring of its own energy consumptions
- The use of high efficiency lightening technologies
- The reduction of the network energy consumptions
- The co-generation or trigeneration
- The reduction of use of fossil-based generating sets and the use of fossil-based electricity
- The development of a maintenance plan
- The sustainable management of transportation systems
- The use of devices and materials with low VOC
- The improvement of water management
- The management of hazardous substances
- The proper management of waste
- The use of environmentally focused packaging and product composition
- The promotion of the supply and consumption of local fair-trade food
- The protection of the biodiversity of the ecosystems involved

For further detail, please refer to the ARMANI SUSTAINABILITY GUIDELINES FOR THE MANAGEMENT OF REAL ESTATE AND INTERIOR DESIGN.

GIORGIO ARMANI

11.0 SUSTAINABILITY COMMITMENT

Upon request from ARMANI to ensure that the requirements of this Code are applied, the SUPPLIER and its sub-suppliers shall provide:

- details on their environmental impacts and an annual communication about the performed activities and actions of improvement in terms of elimination, reduction as well as an eventual compensation of the residual environmental impacts;
- inventory of chemicals used during the production of ARMANI's products;
- information about PRSL and MRSL Compliance and implementation;
- information about sustainability programs, actions and progress;
- information regarding new suppliers/sub-suppliers used in the production process and sourcing;
- information regarding traceability and sourcing of raw materials used for ARMANI production;
- information on how The SUPPLIER and its sub-suppliers intend to reuse, recondition and recycle the materials used for the staging of the event.

We therefore ask your company to commit to what follows:

- to comply with the sustainability requirements within this Code by signing and dating it;
- to provide, at our request, detailed information on programmes, actions and progress regarding the actual application of the sustainability requirements within this Code;
- to accept Audits, whether or not pre-announced, which our company is entitled to conduct in order to ensure that the sustainability requirements within this Code are being respected;
- to implement any corrective steps and actions for improvement requested;
- to provide up-to-date information regarding new sub-suppliers used in the production process and sourcing;
- to keep, and make available to the people instructed to conduct the audit, appropriate records to prove compliance with the sustainability requirements within this Code;
- to communicate the sustainability requirements within this Code to your sub-suppliers involved in the production, processing or/and procurement of materials, raw materials and services and ensure that they sign a document where they acknowledge and accept these requirements, or create and sign an equivalent statement of compliance;
- to require your sub-suppliers to undertake your company's obligations, including their willingness to accept inspection audits, checks and information requests from our company and/or from our representatives.

We wish to point out that compliance with the sustainability requirements within this Code is a pivotal parameter in selecting our supplier and sub-suppliers. Non-compliance with these requirements and lack of cooperation in determining and adopting corrective actions may result in the termination of our business relationship. We trust in your willingness to help us promote and implement the important values and principles within this Code, which qualify us as an excellent operator, not only for the quality of our products, but also for our social, environmental and economical accountability to the communities where we operate.

Sincerely yours,

Company Name: _____ Place and date: _____

Stamp and signature of the Company representative: _____

For any communication, please send an email at Sustainability Department to the following address: info.csr@giorgioarmani.it.

For further information, please refer to our website: <https://www.armani.com/en-gb/experience/corporate/social-responsibility/social-responsibility-supply-chain>

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APPENDIX I: LIST OF MAIN CONVENTIONS AND DECLARATIONS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

- ILO (International Labour Organization): www.ilo.org
- IPCC (Intergovernmental Panel on Climate Change): www.ipcc.ch
- IMO (International Maritime Organization): www.imo.org
- Millennium Ecosystem Assessment: www.unep.org
- OECD (Organisation for Economic Co-Operation and Development): www.oecd.org
- OECD Due Diligence Guidance for Responsible Supply Chain from Conflict-Affected and High-Risk Areas: mneguidelines.oecd.org/mining.htm
- Ramsar Convention: www.ramsar.org
- Geneva Conventions: www.icrc.org
- International Covenant on Economic, Social and Cultural Rights;
- International Covenant on Civil and Political Rights;
- UN (United Nations) Convention on the Rights of the Child;
- UN (United Nations) Convention on the Elimination of All Forms of Discrimination Against Women;
- UN (United Nations) Convention on the Elimination of All Forms of Racial Discrimination;
- UN Guiding Principles on Business and Human Rights;
- UN Sustainable Development Goals;
- UNDRIP UN principles in the Declaration of Human Rights and the United Nations Declaration on the Rights of Indigenous Peoples;
- Rio Declaration on Environment and Development: www.unep.org/rio20
- UNCTAD (United Nations Conference on Trade and Development): www.unctad.org
- UNESCO (United Nations Educational, Scientific and Cultural Organization): en.unesco.org/
- UNEP (United Nations Environment Program): www.unep.org
- FAO (Food and Agriculture Organization): www.fao.org
- Rotterdam Convention: www.pic.int
- WCED (World Commission on Environment and Development): sustainabledevelopment.un.org/
- The Fundamental Conventions of the International Labour Organisation (ILO)
- The Ethical Trading Initiative (ETI) Base Code
- FLA Workplace Code of Conduct and Compliance Benchmarks
- Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES)
- Social Accountability International (SAI)
- Responsible Jewellery Council (RJC)
- ISO 30415 - Human resource management — Diversity and inclusion
- Voluntary Principles on Security and Human Rights: <http://www.voluntaryprinciples.org/>
- Armani's Modern Slavery Act Statement
- Armani's Code of Ethics

APPENDIX II: LIST OF MAIN CERTIFICATION SCHEMES, INTERNATIONAL PROTOCOLS AND INITIATIVES, AND MATERIAL TRADEMARKS REGARDING SOCIAL AND ENVIRONMENTAL RESPONSIBILITY

- Organic Content Standard (OCS)
- Global Recycled Standard (GRS)
- Recycled Claim Standard (RCS)
- Sustainable Fiber Alliance (SFA)
- Traceable Down Standard (TDS)
- Responsible Down Standard (RDS)
- Global Organic Textile Standard (GOTS)
- Responsible Wool Standard (RWS) / Responsible Animal Fiber (RAF)
- Responsible Mohair Standard (RMS) / Responsible Animal Fiber (RAF)
- Forest Stewardship Council Standard (FSC)
- Programme for Endorsement of Forest Certification Standard (PEFC)
- EU Ecolabel
- Institute of Quality Certification for the Leather Sector (ICEC)
- Leather Working Group (LWG)

GIORGIO ARMANI

- BIODEGRADABLE UNI EN 14046:2003
- Better Cotton Initiative (BCI)
- UNI CEN/TS 16137:2011. Plastics - Determination of bio-based carbon content
- UNI EN ISO 14851:2019. Determination of the ultimate aerobic biodegradability of plastic materials in an aqueous medium - Method by measuring the oxygen demand in a closed respirometer
- ISO 17556. Plastics - Determination of the ultimate aerobic biodegradability of plastic materials in soil by measuring the oxygen demand in a respirometer or the amount of carbon dioxide evolved
- EN 13432:2000. Packaging - Requirements for packaging recoverable through composting and biodegradation - Test scheme and evaluation criteria for the final acceptance of packaging
- UNI EN ISO 14855-2:2018. Determination of the ultimate aerobic biodegradability of plastic materials under controlled composting conditions - Method by analysis of evolved carbon dioxide - Part 2: Gravimetric measurement of carbon dioxide evolved in a laboratory-scale test.
- EN 13432:2000. Requirements for packaging recoverable through composting and biodegradation. Test scheme and evaluation criteria for the final acceptance of packaging
- UNI EN 14995:2006. Plastics - Evaluation of compostability - Test scheme and specifications
- ASTM D6400. Standard Specification for Labeling of Plastics Designed to be Aerobically Composted in Municipal or Industrial Facilities
- ISO 17088:2008. Specifications for compostable plastics
- EN 14045:2003. Packaging - Evaluation of the disintegration of packaging materials in practical oriented tests under defined composting conditions
- ISO 50001:2018. Energy management systems - Requirements with guidance for use
- ISO 14001:2015. Environmental management systems - Requirements with guidance for use
- Leadership in Energy and Environmental Design (LEED)
- Building Management System (BMS)
- Building Energy Management System (BEMS)
- Global Sustainability Assessment System (GSAS)
- Carbon Disclosure Project (CDP)
- Science-Based Targets initiative (SBTi)
- Sustainable Apparel Coalition (SAC)
- Textile Exchange
- The National Chamber of Italian Fashion (CNMI)
- The Fashion Pact
- LENZING™ ECOVERO™
- TENCEL™ Lyocell
- TENCEL™ Modal
- LENZING™ Lyocell
- LENZING™ Modal
- LENZING™ Viscose
- ZQ Natural Fibre
- TÜV OK Biobased
- TÜV OK Biodegradable
- TÜV OK Compostable

GIORGIO ARMANI

APPENDIX III: ANIMAL WELFARE POLICY

ARMANI is deeply committed to embedding sustainability across our business activities and supply chains. To ensure care and respect for animals in ARMANI's supply chains, ARMANI has developed a policy based on the best existing welfare standards, guidance and practices across the world, aim to improve upon these and be among the most stringent.

This document is updated annually and in the direction of a progressive decrease in the use of animal derived materials.

ARMANI's commitment to animal welfare and is based on fundamental principles. Globally, the most commonly cited animal welfare principles are the Five Freedoms. The Five Freedoms originated from a review of the intensive livestock sector but are now applied more broadly to aspects of animal welfare that is under human control. In short, the Five Freedoms are as follows: freedom from hunger and thirst, freedom from discomfort, freedom from pain, injury and disease, freedom to express normal behaviors and freedom from fear and distress. The Five Freedoms underpin the ARMANI ANIMAL WELFARE POLICY and request the SUPPLIER and its sub-suppliers, who are managing animals, to guaranteeing the following principles:

- room to move around freely;
- handled carefully and calmly with no mistreatment or abuse;
- managed to promote good health and treated immediately should disease or injury be discovered;
- free access to clean, fresh water;
- fed a diet that is nutritionally appropriate to their species and age;
- cared for by competent and trained stock people;
- humane handling at end of life;
- enrichments in their environment appropriate to their species;
- health, welfare and thermal comfort maintained and additional conditions for when fibers are collected;
- all animals can perform their normal behaviors, being managed in herds or flocks, and given the opportunity to graze, browse and forage during their lives.

Starting from the Fall Winter 2016 season and in agreement with Fur Free Alliance, the garments in the ARMANI Group's collections have been fur free. To reinforce its commitment towards animal welfare, GA will cease the use of angora wool for all its products starting from the Fall Winter 22-23 season.

In this regard, the SUPPLIER and its sub-suppliers are required to sign the following documents:

- Fur Free Policy
- Statement on the Disposal of Angora Wool
- Supplier Declaration on Animal Welfare

APPENDIX IV: TRACEABILITY POLICY

To meet the highest standards of best practices in the luxury sector, Armani strives to reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2019 base year and absolute scope 3 GHG emissions 42% from purchased goods and services and downstream transportation and distribution by 2029 from a 2019 base year. Therefore, the Group aims to:

- achieve 25% of key raw materials with low climate impact (e.g. organic, regenerative, sustainable etc.) by 2025
- achieve 50% of renewable energy across operations by 2025 and 100% by 2030;
- eliminate single-use plastic from B2C packaging by 2025 and B2B packaging by 2030;
- purchase 50% recycled plastic for B2C packaging by 2025 and B2B packaging by 2030;
- purchase 100% of FSC/PFSC certified paper for BC packaging by 2025 and B2B packaging by 2030.

Therefore, the Group aims to achieve 100% traceability of key raw materials in its supply chains by 2025: the only way to mitigate the risks associated with social and environmental impacts. Indeed, Armani is committed to:

- achieving the highest level of transparency within its value chain;
- complying with all national and international laws, principles and regulation notably related to human rights, fundamental freedom, health and safety and the environment;
- understanding the origin of raw materials and working towards full traceability;
- collaborating with its suppliers who must work towards improving traceability (by engaging with all the parties involved along the supply chain) and acknowledging the animal welfare practices in the countries of livestock production and slaughter;
- maintaining systems of document management regarding traceability.

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Full traceability requires collaboration across all the supply chain and beyond: Armani also requires third party verification of traceability and sourcing claims.

APPENDIX V: GLOSSARY

- **Child labour:** Any work performed by a child younger than the age(s) specified in the above definition of a child, except as provided for by ILO Recommendation 146.
- **Child:** Any person under 15 years of age, unless the minimum age for work or mandatory schooling is higher by local law, in which case the stipulated higher age applies in that locality.
- **Collective bargaining agreement:** A contract specifying the terms and conditions for work, negotiated between an organisation (e.g. employer) or group of employers and one or more worker organisation(s).
- **Corrective action:** Action to eliminate the cause(s) and root cause(s) of a detected non-conformance. Note: Corrective action is taken to prevent recurrence.
- **Forced or compulsory labour:** All work or service that a person has not offered to do voluntarily and is made to do under the threat of punishment or retaliation or that is demanded as a means of repayment of debt.
- **Home worker:** A person who is contracted by the organisation or by its supplier, sub-supplier or subcontractor, but does not work on their premises.
- **Human trafficking:** The recruitment, transfer, harbouring or receipt of persons, by means of the use of threat, force, deception or other forms of coercion, for the purpose of exploitation.
- **Interested parties:** An individual or group concerned with or affected by the social performance and/or activities of the organisation.
- **Living Wage:** The remuneration received for a standard work week by a worker in a particular place sufficient to afford a decent standard of living for the worker and her or his family. Elements of a decent standard of living include food, water, housing, education, health care, transport, clothing, and other essential needs including provision for unexpected events.
 - Matching offers of and applications for employment, without the agency becoming a party to the employment relationship(s) which may occur;
 - Employing workers with a view to making them available to a third party entity, which assigns their tasks and supervises the execution of these tasks.
- **May:** In this Code the term "may" indicates a permission.
- **Non-conformance:** Non-compliance with a requirement.
- **Personnel:** All individuals employed or contracted by an organisation, including but not limited to directors, executives, managers, supervisors, workers and contract workers such as security guards, canteen workers, dormitory workers and cleaning workers.
- **Preventive action:** Action to eliminate the cause(s) and root cause(s) of a potential non-conformance. Note: Preventive action is taken to prevent occurrence.
- **Private employment agency:** Any entity, independent of the public authorities, which provides one or more of the following labour market services:
- **Remediation of child labourers:** All support and actions necessary to ensure the safety, health, education and development of children who have been subjected to child labour, as defined above, and whose work has been terminated.
- **Risk assessment:** A process to identify the health, safety and labour policies and practices of an organisation and to prioritise associated risks.
- **Shall:** In this Code the term "shall" indicates a requirement.
- **Social performance:** An organisation's achievement of full and sustained compliance with SA8000 while continually improving.
- **Stakeholder engagement:** The participation of interested parties, including but not limited to the organisation, trade unions, workers, worker organisations, suppliers, contractors, buyers, consumers, investors, NGOs, media and local and national government officials.
- **Supplier/sub-supplier/sub-contractor:** Any entity or individual(s) in the supply chain that directly or indirectly provides GA with goods or services integral to, utilised in or for the production of the GA's goods or services. They correspond to the entity or individual(s) responsible for implementing the requirements of this Code, including all personnel employed by them.
- **Worker organisation:** An autonomous voluntary association of workers organised for the purpose of furthering and defending the rights and interests of workers.
- **Worker:** All non-management personnel.
- **Young worker:** Any worker under the age of 18 but over the age of a child, as defined above.

GIORGIO ARMANI

- **Biodiversity:** Also known as biological diversity, is the variety of all life on earth. Biodiversity can also be studied within a particular ecosystem.
- **Organic:** The term "organic" indicates a product obtained in compliance with the following criteria:
 - Chemical pesticides, synthetic fertilizers, antibiotics and other substances are subject to strict labeling or elimination;
 - Genetically modified organisms (GMOs) are prohibited;
 - plant and animal species resistant to diseases and adapted to the environment are used;
 - The livestock is supplied raised in the open air and fed with organic fodder, without the use of artificial feed;
 - Animal husbandry practices are tailored to the various livestock species;
 - Chemicals used in manufacturing processes are subject to restrictions.
- **Cotton Ecotec** is the brand that represents a fully traceable and made in Italy production cycle that uses 100% pre-dyed fabric scraps from the packaging, therefore pre-consumer, and transforms them into yarns suitable for the production of shuttle fabrics for clothing and furniture. <http://www.ecotecproject.com/>
- **ECONYL by Aquafil:** Nylon derived from the regeneration of recycled plastic polymers (post-consumer waste) and 100% regenerable. ECONYL was born thanks to the collaboration with the Healthy Seas organization that deals with recovering plastic waste in the oceans. Healthy Seas recovers from the ocean floor mainly fishing nets abandoned or lost by fishing boats. <http://healthyseas.org/about/regeneration/>
- **Fairtrade:** Its objective is to support the most disadvantaged producers in developing countries, enabling them to enter the trading system in conditions of transparency and fairness and thus improving their living standards. The Fairtrade Minimum Price is the guaranteed and stable minimum price, independent of market fluctuations, that is paid to producers for their goods. It is established in agreement with the producers to allow them to receive an income that covers production costs but also allows investments for the development of the company.
- **FSC (Forest Stewardship Council):** The Forest Stewardship Council (FSC) is a non-governmental and non-profit organization that includes environmental groups (eg Greenpeace, WWF and Legambiente) and social groups, indigenous communities, forest owners, working industries and trade in wood and paper, groups of large-scale distribution (. Ikea and Castorama), researchers and technicians, who collaborate in order to promote responsible forest management throughout the world. The FSC® brand identifies products containing wood from forests managed in a correct and responsible manner according to rigorous environmental, social and economic standards. The forest of origin has been independently controlled and evaluated in accordance with these standards (principles and criteria of good forest management), stability and approved by the Forest Stewardship Council®, through the participation and consent of the interested parties. FSC 100% is preferred over FSC Mix.
- **GOTS (Global Organic Textile Standard):** The GOTS standard was developed in order to guarantee the consumer that organic textile products are obtained in compliance with stringent environmental and social criteria applied at all levels of production, from the harvesting of the fibers in the field. natural to the subsequent manufacturing stages, up to the labeling of the finished product. They can be certified according to the GOTS:
 - textile products containing at least 70% natural fibers from organic farming, such as (but not exclusively): fibers, yarns, fabrics, clothing, textile accessories (brought or worn), textile toys, household linen, mattresses and bed linen bed, as well as personal care products;
 - manufacturing processes such as, for example, dyeing or printing carried out on behalf of third parties by operators who adopt management models and procedures that comply with the requirements set by the GOTS;
 - chemical products (dyes and auxiliaries) for the textile industry that can be used in the finishing of GOTS certified textile products. The evaluation of a chemical product is mainly based on the verification of the toxicological and ecotoxicological characteristics.
- **GRS (Global Recycled Standard):** The Standard aims to encourage the reduction of the consumption of resources (virgin raw materials, water and energy) and to increase the quality of recycled products. The GRS provides for the release of an environmental declaration verified by a third party that proves:
 - the content of recycled materials of their products (both intermediate and finished)
 - compliance with environmental and social criteria in all of the production chain.All products that are composed of at least 20% pre-consumer and post-consumer recycled materials can be GRS certified. The GRS criteria extend to the following areas:
 - Composition of the product and content of recycled materials
 - Maintaining traceability throughout the entire production process
 - Restrictions on the use of chemicals.

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- Compliance with relevant environmental criteria which may relate to: water supply; wastewater discharge; and water discharges; energy recovery (use of selected waste); polluting emissions into the atmosphere; waste production and management; soil and groundwater contamination; management of dangerous substances, preparations and materials; noise emissions; emergency management
- Respect for social criteria relating to workers' rights.
- **Lenpur™**: It is a cultivated wood fiber. Lenpur fiber comes from a pure cellulose resource, grown as a plant every year. It is an eco-friendly and delicate fiber in contact with the skin. The raw material, the wood pulp, is collected only in areas used for certified tree cultivation and the fiber is regenerated from that resource, through a patented chemical process. Its physical characteristics offer the consumer benefits in terms of thermoregulation, natural breathability and odor control.
- **Newlife™** is 100% recycled polyester yarn derived from post-consumer plastic bottles collected and processed in Italy, GRS certified. The Newlife™ project is entirely Made in Italy. <http://www.newlifeyarns.it>
- **Metal-Free or Chrome-Free Leather**: The leather is considered "metal free" or "chrome free" according to the EN 15987: 2015 standard.
- **OCS (Organic Content Standard)**: The OCS standard certifies textile products made with natural fibers - vegetable or animal - produced and certified in accordance with the criteria of organic farming. The certification:
 - validates the content of natural fibers from organic farming in textile products (both intermediate and finished);
 - guarantees traceability along the entire production chain of raw materials, intermediate products and finished products.

All textile products that are composed of at least 5% organic certified natural fibers can be certified in accordance with the OCS standard.

The following aspects do not fall within the scope of OCS:

- Quality requirements of the material
- Material safety features
- Environmental performance and impacts associated with production processes
- Social criteria.

The OCS standard applies to all textile manufacturing processes starting from ginning, and subsequently spinning, weaving and all subsequent finishing processes.

- **RDS (Responsible Down Standard)**: The standard requires the issuance of an environmental declaration verified by a third party that ensures that the down and feathers used for filling elements are obtained from waterfowl (goose and duck) or land birds (eg chicken and turkey) that have not been subjected to treatments that cause pain, suffering or stress and that an identification and traceability system that validates the origin of the material is applied and maintained.
- **REFIBRA lyocell (TENCEL®)**: The wood pulp used in REFIBRA lyocell (TENCEL®) is a renewable raw material from sustainably managed forests. Some of the wood pulp is replaced with the addition of recycled cotton waste, reducing the amount of virgin raw materials used. REFIBRA lyocell is produced in a closed loop production system; the solvents used to work the wood and cotton fibers are captured at 99.7% and can thus be reused over and over again.
- **Re.Verso™**: Re.Verso is the identification brand of the supply chain, made up of Green Line and Nuova Fratelli Boretti, to which are added selected partners for the transformation into yarns, fabrics and knitwear that together create Re.Verso™ re-engineered wool, cashmere and camel. The production cycle is fully traceable and made in Italy, and integrates the responsibility and transparency of all the processes and products involved. <http://www.re-verso.com/it/>
- **Regenerated/Recycled**: material that has been reprocessed from recovered or regenerated material through a manufacturing process and transformed into a final product or component to be incorporated into a product. The reference for the definition of recycled content is ISO 14021. These materials can include:
 - or regenerated cashmere
 - or regenerated cotton / denim
 - or regenerated wool
 - or recycled plastic
 - or recycled nylon / polyamide

The recycled / regenerated material can derive from:

GIORGIO ARMANI

- Post-Consumer: material that derives from products previously used by consumers, such as families or commercial, industrial and institutional spaces in their role as end users of the product, which can no longer be used for its purpose (Examples: used clothes, bottles in plastic or glass, etc.).
- Pre-Consumption (Post-Production): material removed from the waste stream during a manufacturing process. It does not include the recycling of waste materials carried out on site and does not include materials derived from reworking, regranulation or scraps generated in a process and able to be reused within it (Example: textile processing waste).
- **RJC-CoC (Responsible Jewellery Council - Chain of Custody):** The Responsible Jewellery Council (RJC) is a non-profit organization that deals with regulations and certification in the diamond, gold and platinum chain, through the promotion of responsible practices from an ethical, social and environmental point of view, which respect human rights, along the entire production chain of jewels.
- **The Chain of Custody** is the documented sequence of Custody that occurs when the CoC Material is made based on an Eligible Material Declaration, and transferred from one Unit and / or Entity to another along the supply chain, allowing the guarantee of traceability.
- **RWS (Responsible Wool Standard):** The standard provides for the release of an environmental declaration verified by a third party that ensures:
 - animal welfare;
 - good land management practices for the protection of biodiversity;
 - the traceability of wool.
- **Seacell®:** Seacell is a cellulosic fiber containing material deriving from marine algae (ascophyllum nodosum). The theory behind it is that the skin can absorb some of the nourishing minerals found in the composition of seaweed. A cellulose-based fiber is produced using the closed loop process of Lyocell, which then serves as a functional substrate and seaweed is added as an active substance. This marine plant is rich in trace elements and is believed to have skin protective and anti-inflammatory characteristics. Furthermore, the structure of Seacell® facilitates the active exchange of substances between the fiber and the skin nutrients, such as calcium, magnesium and vitamin E, nutrients that are released by activating the body temperature, creating a sense of well-being.
- **Slowool:** Slowool wool comes from Australia. The animals are raised in mulesing-free controlled farms and the entire area intended for breeding has environmental certifications, which demonstrate the sustainability of the process. The fiber is processed in Italy, in plants powered by hydroelectric and photovoltaic energy. The dyeing of the colors in the chart is Cradle to Cradle certified.
- **TENCEL® lyocell:** TENCEL® is a rayon-like fiber obtained from the pulp of trees that are grown on sustainable farms. The benefits of using TENCEL® lyocell include the traceable and sustainable origin of tree pulp and the use of non-toxic chemicals and solvents in fiber processing.
- **TENCEL™ Luxe:** TENCEL™ Luxe is a wood pulp filament, sourced from sustainable wood in line with Lenzing's strict policy. It is manufactured using Lenzing's pioneering closed loop lyocell manufacturing process, which has received the European Union's "European Award for the Environment". This process guarantees a minimum environmental impact thanks to the low consumption of water and energy, and to a low consumption of raw materials.
- **ENKA Viscose:** ENKA viscose fiber is produced from the pulp of sustainably grown trees, FSC® certified.
- **Viscose from cotton linters:** Viscose originating from cotton linters, the short fibers that cover the seeds of cotton. The cotton linter represents a residue from the processing of cotton that is collected after the separation between the cotton wool and the seeds. The cotton linter is then processed (like wood pulp) to obtain the cellulose pulp with which the viscose fibers will be spun.
- **TDS (Traceable Down Standard):** The TDS certification was developed by the Patagonia brand with the aim of providing its customers with the guarantee that the down filling of clothing comes from a responsible source in respect of animal welfare. The only way to achieve this is to evaluate each link in the supply chain, from the farm of origin to the garment factory for: 1) animal welfare, including non-forced feeding and non-live plucking and 2) management systems traceability, including documentation showing that there is no break in the chain of custody of feathers.
- **ZQ Merino:** ZQ wool from New Zealand ensures traceability from the farm, better animal welfare, better land management and protection of biodiversity. The farms are audited to ensure compliance with the protocols for the management of grazing areas, for the treatment of animals. All wool is mulesing-free.