

sergio rossi

Sustainability Policy

“Sustainability” for Sergio Rossi means being able to pursue quality and artisanal excellence while fostering environmental protection and social responsibility. In continuity with Investindustrial’s priorities and strategy, the purpose of this Policy is to define Sergio Rossi’s commitment towards sustainability in order to contribute to the creation of long-term value for its stakeholders. Therefore, Sergio Rossi undertakes to conduct business responsibly through the integration of economic, environmental, and social aspects within all business processes and functions and by setting dedicated short- and long-term goals intended to progressively improve its corporate sustainability performance. These goals are established in accordance with the United Nations Global Compact (UNGC) Initiative, of which Sergio Rossi is a member. As such, Sergio Rossi is strongly committed to conducting business legally and in accordance with the highest ethical standards, by actively working against all forms of corruption, including extortion and bribery.

This Policy applies to Sergio Rossi Group as a whole and covers its business activities and operations globally. The Company will not limit its efforts on sustainability goals to its operations but, when feasible, will collaborate with its business partners along the supply chain as to cover the entire life cycle of its products. These efforts are guided by Sergio Rossi’s distinctive values, as highlighted in the Group’s Code of Conduct, namely:

- **INTEGRITY:** to act with Integrity when doing business and in the working environment, in order to contribute to the protection of the environment and of local communities;
- **RESPECT:** to interact with people by using a fair, professional and polite approach due in any respectful interaction between individuals;
- **RESPONSIBILITY:** to remain accountable when doing business, to perform satisfactorily and to fulfill local and international laws and regulations in accordance with the Company’s values;
- **LOYALTY:** to support the Company’s needs and to be committed to serve corporate interests first.

Sergio Rossi, in particular, concentrates its sustainability strategy in three main strategic pillars:

Energy

Sergio Rossi is aware of the increasing challenges posed by climate change and it is committed to monitor and progressively reduce its energy consumption as well as to mitigate the GHG emissions related to its activities. In particular, the San Mauro Pascoli plant is the epicentre of Sergio Rossi’s sustainability activities as well as the fulcrum of all its production activities.

Coherently, Sergio Rossi undertakes to:

- Develop strategies to promote the efficient and responsible use of energy resources such as the improvement of energy efficiency of its production plants and of the proprietary stores comprised in its retail network;
- Continuously measure the corporate carbon footprint and its determinants, as to identify further initiatives aimed at minimizing GHG emissions.

Human capital

Convinced that human capital represents an invaluable resource for the company, Sergio Rossi aims to offer a positive and stimulating working environment, in order to motivate all its employees by developing their artisanal and managerial skills. Moreover, Sergio Rossi aims to ensure employees’ welfare, health and safety in excess of normative requirements, intended to guarantee they benefit from a constructive and safe workplace that meets everyone’s needs.

More specifically, Sergio Rossi:

- Implements training activities aimed at fostering the technical, managerial and personal development of all its employees;
- Invests in order to attract and retain the best talents as to ensure a stimulating and innovative working environment.

Local communities

Sergio Rossi is highly committed to promoting the growth, cultural development and welfare of the San Mauro Pascoli territory, where it concentrates its business activity, by involving the population and local stakeholders in the creation of new opportunities and initiatives based on local needs and expectations.

To this extent, Sergio Rossi is committed to:

- Preserve the local artisanal tradition;
- Contribute to enhance the quality of living and the socio-economic development of local communities where the Company operates;
- Implement philanthropic activities in line with Company’s values and objectives.

In accordance with these beliefs, every year Sergio Rossi publishes its Sustainability Report as to disclose its sustainability performance and objectives for the medium and long term. As such, Sergio Rossi is committed to reporting transparently its sustainability results and to actively monitoring its social and environmental performance.