

THE SUSTAINABILITY PLAN

For each of the five pillars identified, specific improvements have been studied, programmed and planned, which are accordingly summarised in the Group's Sustainability Plan.

Starting from the Group's declared commitments, the pillars and related improvement programmes have been linked to the United Nations Sustainable Development Goals (SDGs).

During 2020, the sustainability plan was reformulated and updated as follows.

PILLAR	SDGs SUPPORTED	OBJECTIVE	ACTIVITY	STATUS	
RESPONSIBLE MANAGEMENT OF THE SUPPLY CHAIN	 	Use of 25% of raw materials that meet specific sustainability criteria by 2025	Mapping of the highest standards/certifications with regard to animal welfare and the use of low impact raw materials	●	
			Drafting of a protocol of standards/certifications approved by the Group for the application of the Armani Sustainability Project (ASP) logo	●	
			Internal and external (sharing) licensees of the protocol for the purposes of application of the Armani Sustainability Project logo (ASP)	●	
			Publication of the protocol on the company website	NEW	
			Annual public reporting of the percentage of items with raw materials that meet specific sustainability criteria	NEW	
			Review/revision of the checklist and the rating attribution system	●	
			Creation of the supplier evaluation committee for evaluating suppliers based on audit ratings	●	
			Training on social and environmental issues for all suppliers subjected to an audit during the year	NEW	
			Reduction by 30% of emissions under direct control by 2030	●	
				Setting up the CO ₂ emissions reduction plan based on the results of the mapping	●
ENVIRONMENTAL PROTECTION AND EFFICIENT USE OF RESOURCES	 	Use of electricity produced 100% from renewable sources for the Group's Italian offices and stores by 2023	Mapping of the Group's direct CO ₂ emissions (stores, operations and registered offices worldwide)	●	
			Publication of the CO ₂ emissions reduction plan based on the results of the mapping	NEW	
			Use of electricity produced 100% from renewable sources for the Group's European offices and stores by 2025	Mapping of electricity supply contracts and evaluation of costs	●
				Purchase of certificates of origin (Guarantee of Origin 'GO' Certificates) for supply of renewable energy	●
				Implementation of new photovoltaic systems	●
				Mapping of electricity supply contracts and evaluation of costs	NEW
				Purchase of certificates of origin (Guarantee of Origin 'GO' Certificates) for supply of renewable energy	NEW
			Commitment to purchase 100% of FSC/PFSC certified paper: - B2C by 2025 - B2B by 2030	Mapping of purchases of non-certified paper	●
				Development of a plan to replace purchases of non-certified paper with Forest Stewardship Council (FSC) certified solutions	●
			Commitment to eliminate single-use plastic from packaging: - B2C by 2025 - B2B by 2030	Mapping of the various different packaging used	●
			Elimination of plastic components from product packaging	●	
		Commitment to purchase 50% recycled plastic for packaging: - B2C by 2025 - B2B by 2030	Mapping of used plastic materials	●	
			Development of a plan to replace purchases of virgin plastic with recycled plastic	●	

● COMPLETED ● IN PROGRESS ● POSTPONED

PILLAR	SDGs SUPPORTED	OBJECTIVE	ACTIVITY	STATUS
EMPLOYEE WELL-BEING AND TALENT DEVELOPMENT	 	Involvement of all corporate areas in the Group's sustainability plan	Creation and dissemination of content for the company newsletter	●
			Creation of workshops (on sustainability in general, and on specific topics)	●
		Improvement of well-being	Introduction of an e-learning course on sustainability which is accessible and usable through the company intranet	NEW
			Launch of the employee satisfaction analysis with regard to well-being initiatives for employees in the Italy scope of reporting coverage	NEW
			Regulations pertaining to smart working for employees worldwide	NEW
		Development of talents	Extension of the scope of reporting coverage for analysis of the Human Capital Development project	NEW
			Promotion of the Armani Retail Development programme	●
		Enhancement of female talent	Evaluation of female empowerment projects	NEW
		Enhancement of diversity and Inclusion	Evaluation of projects that promote and favour diversity and inclusion	NEW
		FOCUS ON THE CUSTOMER	 	Improvement of the relationship with the customer, of the customer journey, and raising awareness on sustainability issues
Promoting engagement and raising awareness of customers with respect to sustainability issues relevant to the Group in term of products and store design	●			
Review of company website content with a view to enhancing engagement therewith	NEW			
Implementation of an online tag system on the e-commerce site for ASP items based on the guidelines	NEW			
Launch of training for the store teams relating to: sustainability activities undertaken by the Group; and ASP items	NEW			
SUPPORT AND INVOLVEMENT OF COMMUNITIES	   	Support for the local area and communities	Providing support for the most vulnerable and for social emergencies through the financing of projects managed by Opera San Francesco and Comunità di Sant'Egidio	●
			Renewing the commitment to Save the Children for projects within Italy, and launch of a collaboration for international projects	●
		Support for research in the medical-scientific field	Donations to hospitals and non-profit organisations in response to the Covid-19 emergency	●
			Financing of new research projects in the medical-scientific field, with particular attention to the contribution of women and young researchers	●
		Undertaking initiatives in support of culture	Renewing the collaboration with the FAI (Fondo Ambiente Italiano)	●
			Providing support to some cultural entities within Italy	●
		Contribution to research in the area of environmental protection	Promotion of cultural and educational activities through Armani/Silos	●
			Funding of a research programme on purification using microorganisms	●
			Expansion of green areas through planting campaigns undertaken within Italy	●
		Promotion of ethical principles and values in sports	Advancing of projects currently in progress and launch of new Acqua for Life projects aimed at improving access to water resources	●
Inauguration of a new project to support Paralympic sport for promotion and enhancement of diversity	●			
	Investment by Olimpia Milano in educational/training programmes for young people and children living in difficult disadvantaged situations	●		

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