

GIORGIO ARMANI

SUSTAINABILITY CODE FOR SUPPLIERS

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1.0 INTRODUCTION AND SCOPE

The ARMANI GROUP (hereinafter also "GROUP") 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 the ARMANI GROUP, on the basis of the type of supply and business relationship that exist between the two parties. The term 'SUPPLIER' will refer to suppliers such as raw material suppliers, façon suppliers, finished product suppliers and service providers.

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 the ARMANI GROUP (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 the GROUP. 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 the ARMANI GROUP with full disclosure of sub-suppliers and subcontractors activity and obtain approval of the use of subcontractors in the ARMANI GROUP-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 the ARMANI GROUP-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 AUDIT AND MONITORING ACTIVITIES

The SUPPLIER and its sub-suppliers shall allow access to their premises, staff and employees for inspection audits and checks by the ARMANI GROUP and/or auditors/controllers/inspectors and to answer requests for information from the GROUP and/or auditors/controllers/inspectors. In particular, the ARMANI GROUP 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. The ARMANI GROUP reserves the right to suspend or terminate the relationship, should Code non-compliances be detected.

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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: 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 principles contradict local laws and regulations or incur non-compliance with local legislation, the SUPPLIER shall immediately inform the ARMANI GROUP of such instances.

Compliance with this Code will be considered as a mandatory condition in all contractual relationships between the GROUP 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 whistle-blower 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 labour, homeworkers, and part-time, fixed-term, temporary, agency workers and/or seasonal labour 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,

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and by any territorial and enterprise agreements, including supplementary agreements, in force throughout the term of the contract.

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

5.1 CHILD LABOUR

In compliance with ILO Conventions No.182 Worst forms of Child Labour 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 labour 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 LABOUR

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 labour 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)

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5.3 FOREIGN & MIGRANT LABOUR

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 obtaining or 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 promptly workers.

The SUPPLIER and its subcontractors undertake to ensure that workers retain control over their travel documents and have full freedom of movement. Additionally, all workers must be informed, in a language they understand, of the fundamental conditions regarding their employment before leaving their home country.

The SUPPLIER and its sub-suppliers shall engage in due diligence activities to ensure recruitment agency and/ or labour 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, 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 ethnicity, gender, gender identity, 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.

Workers shall not be subject to illegal medical testing as a condition for recruitment or employment.

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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.

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.

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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 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 the ARMANI GROUP 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.

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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.

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

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applicable legislation and any changes to such, shall inform all workers and ARMANI GROUP 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.

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 the GROUP, according to the terms and provisions outlined in that list. The ARMANI GROUP 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 the GROUP 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 heating, ventilation, air conditioning (HVAC) equipment and all appliances.
- The sustainable management of transportation systems, promoting more sustainable alternatives such as electric, hybrid, methane or bio-methane-fuelled vehicles.
- The use of devices and materials with low volatile organic compounds (VOC), which shall be preferred, in compliance with the industry guidelines.

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- 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.
- 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 standard.

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

6.1 ENVIRONMENTAL MANAGEMENT SYSTEMS

The SUPPLIER and its sub-suppliers shall have:

- An environmental policy which is endorsed by top management and establish, implement and maintain a system to evaluate and assess environmental procedures, training, communication, audit, emergency preparedness and response.
- Monitor and measure their environmental performance against their environmental objective and target.
- take into account the guidelines on environmental parameters as follows.

ENERGY USE
<ul style="list-style-type: none"> • The data of energy consumption (including renewable energy) and GHG emission (ref. Below) should be recorded and analysed in a regular basis, for instance through energy meters at departmental or process level to identify the factors that require the highest energy consumption. • Energy saving targets and objectives shall be set.
WATER USE
<ul style="list-style-type: none"> • 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. • Water consumption data should be regularly checked and analysed. • Water pipelines in both working and living areas shall be regularly checked to avoid water loss.
WASTEWATERS / EFFLUENTS
<ul style="list-style-type: none"> • All wastewater sources shall be identified, controlled and documented. A drainage plan shall be in place to identify all the industrial wastewater flows and discharge points. • 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.

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- ETPs shall have sufficient capacity for the volume of treated wastewater.
- Where there are onsite ETPs or pre-treatment plants, the SUPPLIER and its sub-suppliers shall implement and document maintenance programs.

AIR EMISSIONS

- Air emission controls procedures shall be in place and implemented accordingly.
- All the airborne pollutants emission sources, including both stationary and diffuse and fugitive sources, shall be identified and documented.
- 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 identify alternatives such as re-using or recycling waste, to avoid disposed 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.

MANAGEMENT OF OTHER TYPES OF POLLUTION

- Other potential types of pollution from site activities and associated impacts (including odour, noise, visual and general housekeeping) shall be identified and documented.
- Noise emission quality shall be regularly monitored to ensure compliance with the legal requirement.

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 the ARMANI GROUP's MRSL.
- A process shall be in place to ensure the final product complies with the GROUP's PRSL.
- 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.

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| <ul style="list-style-type: none">• 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.• 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

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| <ul style="list-style-type: none">• Procedures on assessment of impact on land use and biodiversity management shall be in place and implemented. |
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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 vigour;
- 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 Behaviour – 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 behaviour, 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.

Please refer to APPENDIX III for the main animal welfare certifications.

7.0 MATERIAL SOURCING

7.1 TRACEABILITY

The Group aims to achieve 100% traceability of key raw materials in its supply chains by 2030 to mitigate the risks associated with social and environmental impacts. Indeed, the ARMANI GROUP is committed to:

- achieving the highest level of transparency within its value chain;

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- complying with all national and international laws, principles and regulation notably related to human rights, fundamental freedom, health and safety and the environment;
- collaborating with its suppliers who must work towards improving traceability;
- collaborare con la propria filiera che deve impegnarsi per migliorare la tracciabilità;
- maintaining systems of document management regarding traceability.

The SUPPLIER and its sub-suppliers shall provide the ARMANI GROUP the following information:

Raw material	Location (country, region) and supplier name for:	Country of:
Cotton	Weaving, dyeing, finishing	Plantation
Wool, cashmere	Cleaning, degreasing, heeling, weaving, dyeing, finishing	Breeding
Leather/precious skins	Slaughtering, pickling, tanning, retanning and finishing	Breeding/capturing
Silk	Weaving, dyeing, finishing	Breeding
Feathers and down	Feather processing, finishing	Breeding
Synthetic fibres and plastics	Polymer production, weaving, dyeing, finishing	-
Cellulosic fibres	Fibre production, weaving, dyeing, finishing	Forest (for virgin and non-certified fibre)

Full traceability of all processing steps in the value chain is essential to ensure transparency and to guard against risks. It is therefore required to collect and send to the GROUP objective evidence (e.g. documents, or from management systems) regarding the country of procurement and processing of materials and products.

7.2 HIGH-RISK SUPPLY COUNTRIES

A sourcing country is considered high-risk if it is characterised by at least one of the following risks:

- child labour, forced labour and other human rights violations;
- exploitation of endangered habitats, virgin forests, ancient or endangered forests such as the Canadian and Russian Boreal Forests, Coastal Temperate Rainforests, and the tropical forests and peat lands of Indonesia, the Amazon and West Africa;
- conversion of natural ecosystems (e.g. forests) into pastures for livestock or arable land;
- illegal deforestation, exploitation of plantations established after 1994 and violation of the human rights of indigenous people;
- unsustainable farming practices;
- livestock grazing activities on lands disputed by indigenous peoples or in areas protected by federal, state or municipal legislation;
- farming practices that do not respect animal welfare;
- lack of a traceability system.

7.3 MATERIALI E FIBRE

Compliance with this Code shall be ensured throughout all the supply chains of all the ARMANI GROUP 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 materials, where possible;

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- choose materials which can be recovered for other purposes, recycled at the end of their lifecycle and/or handed back (rentals or hires);
- favour certified materials obtained from fibres:
 - from organic or regenerative agriculture
 - recycled or regenerated;
 - from responsible animal farming;
 - from responsible forestry;
 - bio-based in the case of synthetic fibres;
 - compostable or biodegradable.

Below, the requirements and recommendations to which the SUPPLIER and its sub-suppliers may refer for the listed materials are indicated. Please refer to the Appendix II for further information on certifications and possible new fibres to be used.

7.3.1 NATURAL MATERIALS OF PLANT ORIGIN

COTTON
<p>The SUPPLIER and its sub-suppliers shall:</p> <ul style="list-style-type: none">• avoid purchasing cotton from countries considered high risk for the use of child labour, forced labour or any other violation of human rights; <p>The SUPPLIER and its sub-suppliers should:</p> <ul style="list-style-type: none">• use/manufacture fibres, yarns and/or fabrics from regenerative agriculture;• use/manufacture organic fibres, yarns and/or fabrics certified Global Organic Textile Standard (GOTS) or, alternatively, recycled or regenerated fibres certified Global Recycled Standard (GRS);• use Fairtrade certified cotton or adopt, maintain and verify a sourcing policy that ensures full compliance with this Code;• reduce the use of genetically modified cotton;• use cotton grown with reduced environmental (with respect to land, water, and chemicals used) and social impact agricultural practices;• ensure complete traceability of raw materials from cropping/harvesting and for each following 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 finished product.

7.3.2 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, in December 2021 the GROUP decided to cease the use of angora wool for all its products starting from the Fall Winter 2022 season. In March 2023, the GROUP decided to cease the use of precious skins from almost all exotic species (alligator is the exception) for all its products starting from the Fall Winter 2023 season.

WOOL AND CASHMERE
<p>The SUPPLIER and its sub-suppliers shall:</p> <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;• ensure animal welfare as outlined in this code, throughout the supply chain;

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The SUPPLIER and its sub-suppliers **should**:

- use/manufacture organic fibres, yarns and/or fabrics certified Global Organic Textile Standard (GOTS), Responsible Wool Standard (RWS) or, alternatively, recycled or regenerated fibres certified Global Recycled Standard (GRS);
- ensure complete traceability of raw materials from the breeding and origin of wool, to the slaughterhouse, and for each following 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 finished product.

LEATHER

The SUPPLIER and its sub-suppliers **shall**:

- ensure that leather supplies do not come from farms involved in any form of deforestation;
- 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);
- ensure animal welfare as outlined in this code, throughout the supply chain;

The SUPPLIER and its sub-suppliers **should**:

- ensure complete traceability of leather from the breeding and origin, to the slaughterhouse, to the tannery processes and for each following transformation process;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

PRECIOUS SKINS

The SUPPLIER and its sub-suppliers **shall**:

- avoid the use of 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 leather from the breeding or capturing operations, to the slaughterhouse, to the tannery processes and for each following transformation process;
- ensure animal welfare as outlined in this code, throughout the supply chain;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

SILK

The SUPPLIER and its sub-suppliers **should**:

- use/manufacture organic fibres, yarns and/or fabrics certified Global Organic Textile Standard (GOTS) or, alternatively, recycled or regenerated fibres certified Global Recycled Standard (GRS);
- ensure complete traceability of silk from from the breeding and origin, to the harvesting (sericulture) and for each following transformation process, from raw material to the fabric;

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- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

FEATHERS AND DOWN

The SUPPLIER and its sub-suppliers **shall**:

- adopt, maintain and verify a sourcing policy that ensures there has been no live plucking and that the material doesn't derive from animals that have undergone force-feeding;
- ensure animal welfare as outlined in this code, throughout the supply chain;

The SUPPLIER and its sub-suppliers **should**:

- use feathers and down Responsible Down Standard (RDS)/ Traceable Down Standard (TDS) certified, or, alternatively, recycled or regenerated, certified Global Recycled Standard (GRS);
- ensure complete traceability of the raw materials from the breeding and origin of the down, to the slaughterhouse and for each following transformation process;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

7.3.3 SYNTHETIC FIBRES AND PLASTIC MATERIALS

Concerning synthetic fibres and plastic materials (such as polyester, PET, nylon/polyamide, polyurethane, polystyrene, acrylic, etc.), the SUPPLIER and its sub-suppliers are recommended to prefer recycled materials and avoid mixed materials (such as plastic glued with paper, fabrics, etc.).

SYNTHETIC FIBRES AND PLASTIC MATERIALS

The SUPPLIER and its sub-suppliers **shall**:

- avoid the use of PVC (polyvinyl chloride) in materials and components;
- avoid the use of modacrylic fibres;

The SUPPLIER and its sub-suppliers **should**:

- use/manufacture materials with certified recycled content according to the Global Recycled Standard (GRS) or equivalent certifications;
- use/manufacture biobased materials (from by-products of plant or animal materials), 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);
- ensure that the biobased component of plastics is made from raw materials that do not compete with the food chain, such as non-edible or inedible parts of plants or forestry, waste proteins (second-generation bioplastics), or from non-terrestrial crops, such as biomass derived from algae, fungi and bacteria (third-generation bioplastics);
- avoid the use of non-recyclable plastics, single-use nano-plastics (plastic micro particles) and fragmentable plastics;
- avoid the use of hard-plastics such as polyurethanes or resins that are not recyclable;
- ensure complete traceability of raw materials from sourcing (for virgin and recycled), or from cropping/harvesting (for bio-based plastics) and for each following transformation process, from raw material to the fabric, or component, or packaging;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

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7.3.4 CELLULOSIC FIBRES AND ARTIFICIAL MATERIALS OF FOREST ORIGINE

PAPER AND WOOD
<p>The SUPPLIER and its sub-suppliers shall:</p> <ul style="list-style-type: none"> ensure that all wood, paper and derived products sourced are FSC, or FSC recycled, or PEFC certified; ensure that manufacturing process are chlorine-free; 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; from plantations obtained from the conversion of tropical forests or peat land (cut-off date 1994); from controversial suppliers included in the Greenpeace list; <p>The SUPPLIER and its sub-suppliers should:</p> <ul style="list-style-type: none"> ensure complete traceability of the raw materials from the forest and for each following transformation process from raw material to the fabric, or packaging; minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.
ARTIFICIAL MATERIALS OF FOREST ORIGIN (VISCOSES)
<p>The SUPPLIER and its sub-suppliers shall:</p> <ul style="list-style-type: none"> ensure that all cellulosic fibres sourced are FSC, or FSC recycled, or PEFC certified; or GRS (Global Recycled Standard) certified in case of fibres 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 process are chlorine-free; ensure that a policy of sustainable chemicals management is adopted, maintained and verified in accordance with CanopyStyle methodology, in particular ensuring that artificial materials are made from a closed-loop chemical management system, whereby the chemicals used and produced in the processing of paper pulp either in staple fibre 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; <p>The SUPPLIER and its sub-suppliers should:</p> <ul style="list-style-type: none"> ensure complete traceability of the raw materials from the forest and for each following transformation process from raw material to the fabric.
NATURAL RUBBER
<p>The SUPPLIER and its sub-suppliers shall:</p> <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; 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"; <p>The SUPPLIER and its sub-suppliers should:</p> <ul style="list-style-type: none"> ensure complete traceability of the raw materials from the forest and for each following transformation process from raw material to the fabric;

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- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

7.3.5 OTHER MATERIALS

COLOURED GEMSTONES

The SUPPLIER and its sub-suppliers **shall**:

- ensure stones do not come from activities or organizations sponsoring conflicts, terrorism or devoted to the violation of human rights;
- 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);
- 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);
- provide the GROUP 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;
- ensure complete traceability of the raw materials from mining and for each following transformation process from raw material to the fabric;
- ensure that supplied stones have been extracted in full compliance with the strictest social and environmental standards;
- minimize environmental impact and use of hazardous chemicals throughout all the production processes, from raw material to the finished product.

PRECIOUS METALS

The SUPPLIER and its sub-suppliers **shall**:

- provide gold and other precious metals Fair mined (FM), or Fairtrade (FT), or RJC-CoC certified;
- provide the GROUP with the sales invoice that encloses a statement regarding the origin of gold and other precious metals 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;
- ensure complete traceability of the raw materials from mining and for each following 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 finished product.

OTHER NON-PRECIOUS METALS AND ALLOYS

The SUPPLIER and its sub-suppliers **shall**:

- provide metals and alloys that come from legitimate activities, not involved in sponsoring conflicts, in the violation of human rights and exploitation of people;
- ensure complete traceability of the raw materials from mining and for each following 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 finished product.

PERFUMES AND COSMETICS

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The SUPPLIER and its sub-suppliers **shall**:

- avoid performing tests on animals for cosmetics and perfumes as well as for all the ingredients used in their manufacturing;
- ensure complete traceability of the raw materials from cropping/harvesting, or plantation, or forest, and for each following 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 finished product.

8.0 PROCUREMENT OF SERVICES

The requirements set out below apply to all types of services requested and provided to the GROUP. All services set out below and those not explicitly stated shall follow the principles of this code where applicable. The specific requirements are given below.

8.1 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.

8.2 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 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.

8.3 TRANSPORT AND ACCOMODATION SERVICES

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

- green transport options, such as hybrid, electric, biomethane-fuelled 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.

8.4 CATERING AND BEVERAGES CATERING

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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 favouring 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;
- preferably be obtained by 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.

8.5 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 the ARMANI GROUP 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 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.
 - Favour recycled materials when manufacturing the structure and decoration (carpets, etc.) of the event and backstage, and do not use PVC (polyvinyl chloride)-based materials.
 - Favour 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.

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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.

9.0 SUSTAINABILITY COMMITMENT

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

- comply with the sustainability requirements of this Code by signing and dating it;
- provide, at our request, detailed information on programmes, actions and progress regarding the actual application of the sustainability requirements within this Code;
- accept Audits, whether or not pre-announced, which the GROUP is entitled to conduct in order to ensure that the sustainability requirements within this Code are being respected;
- implement any corrective steps and actions for improvement requested;
- provide up-to-date information regarding new sub-suppliers used in the production process and sourcing;
- provide sustainability information requested by the GROUP, such as: inventory of chemicals used during the production; information about PRSL and MRSL Compliance and implementation; information about sustainability programs, actions and progress; information regarding traceability and sourcing of raw materials used for the GROUP production;
- keep, and make available to the people instructed to conduct the audit, appropriate records to prove compliance with the sustainability requirements within this Code;
- 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;
- require your sub-suppliers to undertake your company's obligations, including their willingness to accept inspection audits, checks and information requests from the GROUP and/or from its representatives.

It should be noted that compliance with the sustainability requirements within this Code is a pivotal parameter in selecting supplies and sub-suppliers of the ARMANI GROUP. Non-compliance with these requirements and lack of cooperation in determining and adopting corrective actions may result in the termination of our business relationship. The ARMANI GROUP trust in the willingness of the stakeholders to help promote and implement the important values and principles contained in this Code.

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Sincerely yours,

Company Name:_____ Place and date:_____

Stamp and signature of the Company representative:_____

For further information, please refer to our website: <https://armanivalues.com/planet/supply-chain/?language-changed>

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

- [ILO](#) (International Labour Organisation)
- [IPCC](#) (Intergovernmental Panel on Climate Change)
- [IMO](#) (International Maritime Organization)
- [MEA](#) (Millennium Ecosystem Assessment)
- [UNEP](#) (UN Environment Programme)
- [OECD](#) (Organisation for Economic Co-Operation and Development)
- [OECD Due Diligence Guidance for Responsible Supply Chain from Conflict-Affected and High-Risk Areas](#)
- [Ramsar Convention](#)
- [International Committee of The Red Cross](#)
- [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
- [UNCTAD](#) (United Nations Conference on Trade and Development)
- [UNESCO](#) (United Nations Educational, Scientific and Cultural Organization)
- [FAO](#) (Food and Agriculture Organization)
- [Rotterdam Convention](#)
- [WCED](#) (World Commission on Environment and Development)
- The [Fundamental Conventions of the International Labour Organisation](#) (ILO)
- [ETI](#) (Ethical Trading Initiative) Base Code
- FLA [Workplace Code of Conduct and Compliance Benchmarks](#)
- [CITES](#) (Convention on International Trade in Endangered Species of Wild Fauna and Flora)
- [SAI](#) (Social Accountability International)
- [RJC](#) (Responsible Jewellery Council)
- [ISO 30415](#) - Human resource management — Diversity and inclusion
- [Voluntary Principles on Security and Human Rights](#)
- ARMANI GROUP's [Modern Slavery Act Statement](#)
- ARMANI GROUP's [Code of Ethics](#)
- [International Accord for health and safety in the textile and garment industry](#)
- [AAFA/FLA Apparel & Footwear Industry Commitment to Responsible Recruitment](#)

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







Natural Raw Materials







Sustainability Attribute	Material	Certifications / Protocols / Standards / Brands / Programs	Recommended % of Main Material
Organic Material or from Organic Farming	Cotton, Linen, Hemp, Silk, Cashmere, Wool	GLOBAL ORGANIC TEXTILE STANDARD (GOTS)	 70% (also in mix)
		ORGANIC CONTENT STANDARD (OCS) / OCS blended	
	Linen	EUROPEAN FLAX®	 -
	Cotton	BETTER COTTON INITIATIVE (BCI)	 -
		FAIRTRADE USA	 -
COTTON MADE IN AFRICA		 -	
REGENERATIVE ORGANIC CERTIFIED™		 -	
Animal Welfare Traceability Environmental, chemical and social aspects (no heavy metals)	Wool	RESPONSIBLE WOOL STANDARD (RAF)	 -
		ZQ NATURAL FIBRE	 -
		GLOBAL ANIMAL PARTNERSHIP	 -
		RSPCA ASSURED	 -
		SUSTAINAWOOL	 -
		AUTHENTICO	 -
		NATIVA™	 -
	LABEL ROUGE VIANDES	 -	
	Mohair	RESPONSIBLE MOHAIR STANDARD (RAF)	 -
	Alpaca	RESPONSIBLE ALPACA STANDARD (RAF)	 -
	Cashmere	GOOD CASHMERE STANDARD® by (AbTF)	 -
		SUSTAINABLE FIBRE ALLIANCE (SFA)	 -
		AGRONOMES ET VÉTÉRINAIRES SANS FRONTIÈRES (AVSF)	 -
		GREEN GOLD PROJECT	 -
	Down	RESPONSIBLE DOWN STANDARD	 -
		GLOBAL TRACEABLE DOWN STANDARD (TDS)	 -
		EDFA CODE OF CONDUCT AND TRACEABILITY STANDARD	 -
	Leather	LEATHER WORKING GROUP (Audited, Bronze, Silver, Gold)	 -
		ICEC TS SC410	 -
		ICEC TS PC412	 -

Recycled Raw Materials

Criteria	Material	Certifications / Protocols / Standards / Brands / Programs	Recommended % of Main Material
Recycled Material Environmental, chemical and social aspects	Natural Fibers (Down, Cashmere, Cellulosic Materials, Cotton, etc.) Synthetic Fibers (Nylon, Polyester, etc.)	GLOBAL RECYCLED STANDARD (GRS)	 50% (also in mix)
		RECYCLED CLAIM STANDARD (RCS)	
		FSC RECYCLED	
		CARDATO RECYCLED	
		RE-VERSO™	
	Synthetic Fibers (Nylon, Polyester, etc.)	BLUE ANGEL DE-UZ 193	 80%
		PLASTIC SECOND LIFE (PSV)	 30%
		EUROPEAN CERTIFICATION OF PLASTICS RECYCLERS (EUCERTPLAST)	 -

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Cellulosic Materials					
Criteria	Material	Certifications / Protocols / Standards / Brands / Programs			Recommended % of Main Material
Responsible forest management (social, environmental, economic criteria)	Paper Wood	FOREST STEWARDSHIP COUNCIL (FSC)			-
		PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION SCHEMES (PEFC)			
Responsible forest management (social, environmental, economic criteria) + Low environmental impact process	viscosa / rayon (bamboo viscose) Lyocell (eucalyptus viscose) Modal (beech viscose) Lantol (milk viscose) Cellulose Acetate / Triacetate Natural rubber fibers	RAW MATERIAL	FOREST STEWARDSHIP COUNCIL (FSC)		-
		RAW MATERIAL	PROGRAMME FOR THE ENDORSEMENT OF FOREST CERTIFICATION SCHEMES (PEFC)		-
		RAW MATERIAL + PROCESS	EU Ecolabel		-
		RAW MATERIAL + PROCESS	LENZING, BIRLA, EASTMAN or other supplier with a minimum score of 25 on CANOPY STYLE: https://hotbutton.canopyplanet.org/		-

Biobased Materials						
Criteria	Material	Certifications / Protocols / Standards / Brands / Programs			Recommended % of Main Material	
Bio-based		USDA CERTIFIED BIOBASED PRODUCT			50% BUT 20% acceptable	
		OK biobased				
		DIN-Gepüft Biobased				
		Bio-based content				
		ASTM D6866				-
		EN 16640:2017				-
		EN 16785-1:2015				-
Biodegradable / Compostable	Bioplastics	CEN/TS 16137:2011			-	
		OK biodegradable Soli – Marine – Water			-	
		OK compostable			-	
		Biodegradability: ISO 1485			-	
		Biodegradability: ISO 17556			-	
		Biodegradability: EN 13432			-	
		Biodegradability: ISO 14855			-	
		Biodegradability: EN 14046			-	
		Biodegradability: ASTM 6400-04			-	
		Compostability: EN 13432			-	
		Compostability: EN 14995			-	
		Compostability: D6400			-	
		Compostability: ISO 17088:2008			-	
Compostability: EN 14045			-			

GENERAL CERTIFICATIONS
ISO 45001 Occupational health and safety
ISO 14001 Environmental health and safety
SA 8000 Social issues
EMAS Environmental health and safety
ISO 50001 Energy management
WRAP Social issues
EU Ecolabel Environment, social, chemicals, traceability

TEXTILE PROCESSING
BLUESIGN
OEKO TEX STEP
OEKO TEX "STANDARD 100 PLUS" (100 AND STEP)
CRADLE TO CRADLE
4SUSTAINABILITY PROTOCOL
OEKO TEX STANDARD 100
NORDIC SWAN
EU ECOLABEL
GOTS

CERTIFICATIONS ON BUILDINGS
Leadership nella progettazione energetica e ambientale
Green Globe Certification
Building Management System (BMS)
Building Energy Management System (BEMS)
Global Sustainability Assessment System (GSAS)

LEATHER PROCESSING
LWG certification for leather manufacturers
LWG Chemical Management Module (CMM)
Naturleder Certification (Natural Leather)
ICEC – Traceability
TS SC 410 for "products system in tanneries"
ICEC – Traceability
TS PC 412 for "single product in tanneries"
CSCB certification
Oeko-Tex Leather Standard
Ecopelle / Ecoleather (UNI 11427:2015)
UNIC social accountability
LWG certification for leather traders

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APPENDIX III: ANIMAL WELFARE CERTIFICATION SCHEMES

<p><i>Fibers from goat, sheep</i></p>	<ul style="list-style-type: none"> - CERTIFIED GRASSFED & ANIMAL WELFARE APPROVED BY AGW - CERTIFIED HUMANE - RSPCA ASSURED - CERTIFIED KAROO MEAT - ORGANIC CERTIFICATION OUTSIDE THE EU - RED TRACTOR - IP SUISSE - WOOLWORTHS FREE RANGE LAMB - FARM ASSURED NAMIBIAN (FAN) MEAT - PASTURE FOR LIFE - SPCA CERTIFIED [MEAT] SHEEP
<p><i>Leather</i></p>	<ul style="list-style-type: none"> - BETER LEVEN - LABEL ROUGE VIANDES - CERTIFIED GRASSFED & ANIMAL WELFARE APPROVED BY AGW - CERTIFIED HUMANE - AMERICAN HUMANE CERTIFIED - RSPCA ASSURED – FOR BEEF & CALVES - LE VEAU SOUS LA MÈRE - CREMBA - CLASSYFARM - ORGANIC CERTIFICATION OUTSIDE THE EU - ANIMAL WELFARE CERTIFIED - NATURA-BEEF, NATURA-VEAL, SWISSPRIMBEEF - RED TRACTOR - IP SUISSE - PASTURE FOR LIFE - VEAL CARREFOUR QUALITY SCHEME - RAINFOREST ALLIANCE CERTIFIED - CERTIFIED AMERICAN GRASSFED - CERTIFIED PASTUREFED - SPCA CERTIFIED BEEF CATTLE - CARNES DEL PASTIZAL - ABPO PANTANAL ORGANICO - CERTIFIED NATURAL BEEF & VEAL - BIRD FRIENDLY BEEF - AGRICUALITA