

# GIORGIO ARMANI

Confirming its ongoing commitment to promoting responsible and sustainable development, as well as a fair, inclusive and people-oriented corporate culture, in July 2025 the Armani Group obtained Gender Equality Certification (UNI/PdR 125:2022) for all its companies based in Italy. Issued by Dasa-Rägister and achieved through a voluntary initiative — not currently required by law — the certification represents a national standard that evaluates and rewards the adoption of measurable management systems and practices aimed at reducing the gender gap, promoting professional equity, and ensuring equal opportunities within organisations.

In adapting to the requirements, the Armani Group has developed and implemented structured measures and processes in several areas, such as culture and strategy, governance, human resources management, growth opportunities, female inclusion, pay equity, parental protection and work-life balance support, highlighting a proactive and forward-looking approach to these issues. The Group has also established a Gender Equality and Inclusion Steering Committee, tasked with monitoring, implementing, and coordinating strategic initiatives in this regard. The introduction of new Diversity, Equity, Inclusion and Gender Equality policies (available at [armanivalues.com](https://www.armanivalues.com)) seeks to foster an inclusive, discrimination-free work environment that values diversity in all its forms.

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