

DOLCE & GABBANA

**MODERN SLAVERY
STATEMENT**

For the Financial Year 01.04.2023 – 31.03.2024



1. INTRODUCTION

This document presents the key actions undertaken by the Dolce&Gabbana Holding S.r.l. Group (hereinafter also "Dolce&Gabbana" or the "Group") to ensure that there is no modern slavery - including forced labour, human trafficking and child labour - within its organization and along its supply chains, as required by the Section 54 of the UK Modern Slavery Act 2015. The content of this statement refers to the financial year ended on March 31, 2024.

2. GROUP OVERVIEW

Founded in 1984, Dolce&Gabbana is one of the leading players in the international fashion and luxury sector.

The Group, which includes Dolce&Gabbana Holding S.r.l. and its subsidiaries, designs, produces and directly distributes high-end Clothing, Leather Goods, Footwear, Jewellery, Watches, Accessories, Home Accessories and, starting January 1, 2023, Beauty products, all under the Dolce&Gabbana brand. The Group also offers Alta Moda (Haute Couture) products, which represents the highest expression of creativity and craftsmanship of Dolce & Gabbana. The Group partners with selected licensees for the production and distribution of eyewear and other lifestyle products, as well as for the brand's development in the real estate sector through residential and hospitality projects.

As of March 31, 2024, the Group achieved some Euro 1.9 billion in net revenues and counted 5,559 employees.

Dolce&Gabbana operates directly in over 30 countries through its retail activities, which include, at March 31, 2024, 249 directly operated stores (DOS) and the [dolcegabbana.com](https://www.dolcegabbana.com). Alongside the DOS, which remain central to the Group's strategy, the digital and wholesale channels — including single-brand franchise stores, independent multi-brand stores, department stores and marketplace stores — enhance the brand's omnichannel approach.

The Group's direct manufacturing and artisanal activities are operated in Italy across 4 industrial sites, while the corporate functions are located mainly in Italy along with the regional offices to support the commercial activities.

3. ETHICAL PRINCIPLES AND POLICIES

Dolce&Gabbana adopts an approach of fairness, respect and responsibility towards all its stakeholders, including employees, customers, suppliers and business partners and it's committed to developing a solid and expanding organization capable of generating long-term value within a broad social context.

This commitment underpins the Group's sustainability strategy, which aims to make a positive contribution to the 2030 Agenda for Sustainable Development adopted by all United Nations Member States in 2015. The strategy focuses on seven pillars: Net Zero Carbon, Made in Italy & Heritage Preservation, Human Care & New Generations, Zero Waste, Ecosystem Collaboration, Materials & Circularity and Transparency & Traceability. One of these pillars, Ecosystem Collaboration, is specifically dedicated to building and strengthening partnerships along the supply chain to develop best practices in environmental and social sustainability.

Dolce&Gabbana has established the following set of documents and policies to set the Group's ethical principles, which contributes to the identification, prevention and mitigation of modern slavery risks within its activities and supply chains:

- The Code of Ethics serves as a fundamental tool for guiding the Group's responsible actions. It outlines the ethical principles and rules of conduct that govern the Group's interactions with both internal and external stakeholders, promoting appropriate behaviour from both legal and ethical perspectives. The Code is inspired to key national and international regulations, documents and guidelines related to corporate social responsibility and corporate governance. These include the United Nations Charter of

Fundamental Rights, the European Union Charter of Fundamental Rights, the Labour Standards defined by the International Labour Organization (ILO) conventions and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises. In terms of relationships with suppliers and business partners, the Code of Ethics emphasizes that procurement processes should be conducted with transparency, fairness and efficiency.

- In addition to the Code of Ethics, Dolce&Gabbana has adopted the Organization, Management and Control Model in accordance with Italian Legislative Decree 231/01 to prevent the occurrence of illicit behaviour within the corporate context, including violations of human rights. The document identifies potential risk areas within the company's activities, defines prevention protocols for each type of offense and assigns the Supervisory Body the responsibility of overseeing the implementation and adherence to the Model.
- Dolce&Gabbana has implemented a whistleblowing system to allow employees and all third parties operating directly or indirectly on behalf of the Group to report violations of regulatory provisions that harm the public interest or the integrity of the organization.

Dolce&Gabbana regularly reviews its policies and processes to ensure they are adequate and up to date.

At the date of the approval of this statement, Dolce&Gabbana is committed to introduce a Supplier Code of Conduct to promote respect and a shared commitment to the Group's values and principles throughout the entire supply chain. Such Code will focus on the following pillars: People, Environment, Business Ethics, Transparency and Traceability.

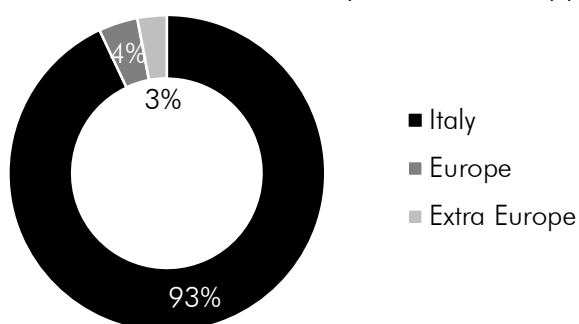
4. RESPONSIBLE SUPPLY CHAIN

In recent years, the Group has enhanced its in-house processing and responsible management of production activities. For the Fashion division, the Group handles some of the most delicate phases of production in-house, while for a significant portion of its collections, it relies on a selected network of external suppliers, including workshops, located in industrial districts where established craft skills ensure the highest possible quality. In the Haute Couture division, a substantial part of production is conducted internally. For the Home and Beauty divisions, production is entirely entrusted to a chosen network of suppliers, often comprised of skilled artisans. Across all divisions, the Group performs meticulous quality control on raw materials and finished products in-house.

Dolce&Gabbana is committed to maintaining direct control over the entire value chain and fostering long-term relationships with its suppliers, which helps preserve the intangible heritage associated with craftsmanship and create value for the communities in which the Group operates.

The company's primary suppliers are those involved in the production cycle, categorized into Fashion -including the Home, Jewellery and Watches divisions- and Beauty. In the fiscal year ending March 31, 2024, the Group collaborated with approximately 1,300 suppliers, almost entirely based in Italy and in Europe according to the geographical allocation of the spending.

Geographic distribution of the Group's industrial suppliers



The location of the supply chain in Italy is essential for ensuring optimal working conditions for employees, as they are protected by the Italian law and the labour law in particular. The Italian Collective Bargaining Agreement

(CCNL – Contratto Collettivo Nazionale del Lavoro), negotiated at the national level between trade unions and trade associations, supplements the law and establishes the rights, guarantees and responsibilities of all workers. This includes minimum wage guarantees, working hours, holidays, seniority pay, management of overtime, holiday and night work, the length of the probationary period, notice periods and sick, maternity, accident leave, as well as the disciplinary code.

To prevent and mitigate the risk of inadequate and ethically unacceptable labor standards throughout the supply chain, Dolce&Gabbana requires all its suppliers to read and accept the Code of Ethics, as well as the Organization, Management and Control Model.

The company provides a whistleblowing system for suppliers and third parties to report illegal, fraudulent or suspicious activities, as well as any irregularity or conduct that does not comply with the law or the internal regulatory framework, including any human rights violations.

Furthermore, the Group has launched a program named “Responsible Procurement” aimed at strengthening control activities across the supply chain. Such program is meant to address the risk of collaborating with suppliers operating in violation of human rights and regulatory requirements related to wages, contributions, social security, health and safety, or engaging in conduct that does not align with the environmental and social ethical standards required by the Group.

5. TRAINING ACTIVITIES

During the fiscal year under review, the Group has allocated significant resources to educate its people on ESG matters, with a special focus on Diversity, Equality and Inclusion. More in detail, out of approximately 60,000 training hours provided during the financial year ending March 31, 2024, nearly 11,000 hours were dedicated to sustainability topics. More than 1,000 participants attended sustainability training (some employees took multiple courses) and among the Group's top management (first and second levels reporting to the CEO), 54% received training on ESG issues.

6. COMMITMENT FOR THE NEXT YEARS

Dolce&Gabbana is committed to strengthening further its model for identifying and assessing risks within its operations and across the supply chain, including those affecting human rights.

Specifically, within the Responsible Procurement program, Dolce&Gabbana has planned to launch an audit campaign to ensure key suppliers comply with laws and the Group’s documents and policies. The audits will be conducted by qualified third parties and will focus on human rights, fair labour practices, health and safety and environmental compliance. They will involve key suppliers at both first-tier and second-tier levels throughout the production cycle of all business divisions, as well as suppliers related to logistics and general services. When violations of laws or ethical, social and environmental principles are identified, Dolce&Gabbana is committed to responding appropriately through remediation plans or, in the most critical cases, termination of collaboration.

Approved by the Board of Directors of Dolce & Gabbana Holding S.r.l.

Milan, 29 November 2024