

DOLCE & GABBANA

SUPPLIER CODE OF
CONDUCT



THE DOLCE&GABBANA SUPPLIER CODE OF CONDUCT ESTABLISHES THE FUNDAMENTAL PRINCIPLES, ETHICAL STANDARDS, AND RESPONSIBILITIES THAT ALL SUPPLIERS MUST UPHOLD IN THEIR BUSINESS OPERATIONS AND THROUGHOUT THE SUPPLY CHAIN TO ENSURE SUSTAINABLE, TRANSPARENT, AND SOCIALLY RESPONSIBLE PRACTICES.

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PREAMBLE

Dolce & Gabbana¹ is firmly committed to conducting its activities with integrity, ethics, and responsibility, in accordance with Corporate Social Responsibility² principles and the highest standards of business conduct.

In this context, Dolce & Gabbana intends to promote with its Suppliers (as defined below) respect for and full sharing of its fundamental values and principles contained in its Code – of which this Supplier Code of Conduct (hereinafter "**Code of Conduct**") constitutes a natural derivation in terms of expectations of correctness, transparency, and integrity from the Suppliers themselves – as well as the principles and values of the United Nations Universal Declaration of Human Rights, the International Labor Standards of the International Labor Organization (ILO), The Children's Rights and Business Principles developed by Save the Children, UNICEF and UN Global Compact, as well as the United Nations Global Compact directives and the OECD Guidelines for Multinational Enterprises.

Article 1 – Recipients and scope of application

This Code applies to all suppliers and sub-suppliers³ (including, but not limited to, suppliers of raw materials, semi-finished products, contractors, services, distributors, manufacturers, lessors, and any third party having a commercial or business relationship with Dolce & Gabbana; hereinafter only "Suppliers") so that they apply – in particular – common rules, practices, and principles regarding labor standards and social responsibility, environmental protection, business ethics, and integrity.

To this end, full compliance with this Code of Conduct (including any subsequent modification and integration) by each individual Supplier represents an essential condition for initiating or maintaining any commercial or business relationship with Dolce & Gabbana.

Article 2 – General Principles

2.1 People

Suppliers are required to respect all internationally recognized human rights and applicable local labor regulations, as detailed below.

2.1.1 Prohibition of child labor

Suppliers are prohibited from hiring or employing persons who have not reached the minimum age for employment or admission to the labor market as provided by the law of the country where the Supplier operates (and, in any case, not less than 15 years) or who have not completed compulsory education. Furthermore, Suppliers must commit to not assigning persons under 18 years of age to tasks that involve high risks to their physical, moral, and social health and safety or that prevent them from completing (for example, through night work assignments) or attending compulsory or vocational schools.

¹ In this document, 'Dolce & Gabbana' shall mean Dolce & Gabbana S.r.l., a company incorporated under Italian law with registered office in Milan, Via Goldoni 10, and/or any affiliated, controlled or controlling company, as well as any other company belonging to the Dolce & Gabbana group (the '**Dolce & Gabbana Group**').

² Corporate Social Responsibility (CSR) is, according to EU Communication No. 681 of 2011, 'the responsibility of enterprises for their impacts on society.' CSR, according to the European Union, means satisfying customer needs while simultaneously managing the expectations of other stakeholders, such as personnel, suppliers, and the local reference community.

³ Shall mean any supplier of products, raw materials, semi-finished products, or services involved in a Supplier's supply chain.

2.1.2 Prohibition of forced labor, exploitation, modern slavery, trafficking, and imprisonment

Suppliers are prohibited from any form of use or exploitation of forced, mandatory labor, servitude and human trafficking, modern slavery, labor exploitation, or any form of physical or psychological coercion. Suppliers must ensure that all their Employees⁴ have been hired in accordance with the law and work consensually, and that they have the ability to freely resign without any constraint.

2.1.3 Prohibition of discrimination

All Supplier Employees must not be subject to any form of discrimination, either during hiring or during the employment relationship, based – even indirectly – on sex, age, sexual orientation, pregnancy, ethnicity, nationality, social origin, religion, political opinions, trade union membership or activities, disability.

2.1.4 Health and safety at work

All Supplier workplaces where their Employees operate (including personnel of any authorized sub-suppliers) must be healthy and safe, according to applicable laws and regulations, to prevent accidents, injuries, and the occurrence of occupational diseases and health problems associated with work activities. This includes the establishment of adequate emergency plans, provision of adequate individual and collective protection devices, workplace health and safety training, and implementation of appropriate policies and processes to assess, prevent, and mitigate risks to Employees' physical and mental health.

Suppliers must also provide their Employees (including personnel of any authorized sub-suppliers) access to safe drinking water, accessible, clean, and adequate sanitary facilities, as well as – where applicable – clean, safe, and uncrowded housing and/or canteens or food service facilities, food preparation areas, and changing rooms.

2.1.5 Employment relationships and remuneration

All Suppliers must hire their Employees through regular employment contracts that comply with local laws, ensuring a fair level of remuneration that reflects each individual's knowledge and skills, without personal prejudices and gender differences. In particular, the Supplier must always promptly provide payment of wages, compensating overtime according to law or collective bargaining agreements based on the criterion of greater representation, as well as comply with all applicable regulatory provisions regarding social security and contributions. In any case, the remuneration offered and paid to Employees must always guarantee, by itself, a free and dignified existence for every employee and their family.

2.1.6 Freedom of association and collective bargaining

Dolce & Gabbana respects the right of Employees, as provided by local regulations, to form unions and participate in collective bargaining. Suppliers must engage in open and constructive dialogue with Employees and their union representatives (if present) without preventing their formation, providing – where also required by applicable regulations – adequate facilities to meet and discuss work-related issues (e.g., reasonable working hours, remuneration, workplace safety, equal opportunities) and granting them necessary time, without loss of pay and benefits, to carry out their legitimate union activities. Intimidation, threats, or discriminatory practices against union representatives (if present) of Employees are prohibited.

2.1.7 Working hours

Suppliers must comply with legal requirements and collective bargaining agreements regarding working hours, overtime, breaks, rest periods, and holidays. Unless otherwise provided by law or collective bargaining, working hours must not exceed 48 hours per week. In case of peak periods or exceptional workloads that exceed legal or collective bargaining limits, Suppliers are required to develop a plan to restore working hours in compliance with those provided by law or collective bargaining.

⁴ Employees' (hereinafter only '**Employees**') means all employed personnel and collaborators employed, in various capacities, by the Supplier.

2.1.8 Prohibition of harassment and abuse

Suppliers must always treat their Employees with dignity and respect, refraining from any form of harassment, abuse and/or physical, moral, or psychological violence (including, but not limited to, coercion or pressure, corporal punishment, economic disciplinary sanctions not provided for by regulations or collective bargaining, etc.) both during the employment relationship and during Employee selection. To this end, including through the adoption of whistleblowing systems, Suppliers must encourage Employees to report any situations or episodes of abuse by other employed personnel.

2.2 Environment

Dolce & Gabbana requires its Suppliers to comply with applicable environmental laws, protect biodiversity, and reduce environmental impacts, as detailed below.

2.2.1 Reduction of energy impact and greenhouse gas emissions

Suppliers are required to commit to measuring their energy consumption and greenhouse gas emissions produced, to actively dedicate themselves to their reduction to contribute to the achievement of both national and international environmental sustainability objectives, and to provide data to Dolce & Gabbana for any external reporting.

2.2.2 Responsible water consumption management

Suppliers are required to commit to carefully controlling water consumption in their operations, adopting effective strategies to decrease usage, encourage water recycling, and optimize wastewater management, complying with current regulations regarding water withdrawal and discharge.

2.2.3 Responsible waste management

Suppliers are required to manage waste produced in compliance with current regulations and to implement and communicate waste reduction plans, aiming to maximize resource recovery and recycling.

2.2.4 Use of certified raw materials

Dolce & Gabbana is committed to selecting and using high-quality raw materials with environmental and social sustainability. In the evolution of materials and purchasing and procurement practices, Dolce & Gabbana favors Suppliers who use certified and traceable sustainable raw materials.

Suppliers commit to providing Dolce & Gabbana with certifications supporting the delivered raw materials, where applicable and requested during purchase, in line with international leading standards, to guarantee transparency and solidity of the attribute.

The list of priority certifications for Dolce & Gabbana Srl can be consulted in the "Preferred Material List" document. Dolce&Gabbana Beauty is subject to the European Cosmetics Regulation 1223/2009, which outlines the requirements for cosmetic products and packaging. In addition, Suppliers are required to comply with the provisions set out in the Packaging Black List and the Product Black List.

Suppliers make themselves available to collaborate with Dolce & Gabbana for obtaining additional sustainability certifications of processes supporting initiated collaboration initiatives that require external exposure.

2.2.5 Animal welfare

Dolce & Gabbana actively promotes animal welfare, requiring Suppliers to ensure ethical treatment of animals in all phases of their lives. It is essential that animals receive adequate care and that slaughter occurs without pain,

respecting the European Commission and World Organisation for Animal Health guidelines, as well as the Five Freedoms of UK Farm Animal Welfare, which serve as international industry reference:

- PRINCIPLE I – Freedom from thirst, hunger, and malnutrition, through free access to fresh water and a diet that maintains full health and vigor;
- PRINCIPLE II – Freedom to have an adequate physical environment, providing a suitable environment with comfortable areas for shelter and rest;
- PRINCIPLE III – Freedom from pain, injury, disease, through prevention, rapid diagnosis, and treatment;
- PRINCIPLE IV – Freedom to express behavioral characteristics, providing sufficient space, adequate facilities, and companionship of other animals of the same species;
- PRINCIPLE V – Freedom from fear and distress, ensuring conditions and treatments that avoid stress, fear, and other negative emotions.

For exotic and protected species leather, Suppliers must observe international regulations on endangered species conservation, in line with the CITES Convention.

2.2.6 Chemical Management and Restricted Substances List

Dolce & Gabbana is strongly committed to reducing the environmental impact of its activities, particularly regarding the management of chemicals used in production. For this purpose, the company adopts safe and responsible chemical use practices, aims to reduce the use of hazardous substances, and favors the use of certified chemicals. Furthermore, Dolce & Gabbana strictly adheres to its Restricted Substances List (RSL), a list of restricted substances issued by Dolce & Gabbana in line with international regulations, which all Suppliers must respect, available within the Chemical Specifications attached to the contract.

For Dolce&Gabbana Beauty, reference is made to the European Cosmetics Regulation 1223/2009, the Packaging Black List, and the Product Black List, as defined in section 2.2.4.

2.2.7 Transparency & traceability

In an increasingly connected and informed world, transparency and traceability of commercial operations are not just market expectations but ethical imperatives that Dolce & Gabbana takes with extreme seriousness. Dolce & Gabbana commits to promoting a work environment that not only respects but also values transparency and traceability throughout the entire value chain.

2.2.8 Raw materials and product traceability

Dolce & Gabbana considers the traceability of raw materials and products essential to ensure transparency throughout the entire supply chain, crucial for ensuring compliance with the company's social and environmental responsibility principles. Therefore, Dolce & Gabbana requires its Suppliers to provide clear details on the origin of raw materials, production methods used, and all available certifications of the Supplier and materials.

It is fundamental that Suppliers share all necessary information to ensure complete product traceability, thus supporting respect for human rights and environmental protection along the supply chain. Traceability also helps Dolce & Gabbana prevent negative environmental impacts such as illegal deforestation, pollution, and excessive resource exploitation, promoting sustainable production and transport practices and contributing to biodiversity conservation.

2.2.9 Open and honest communication

Dolce & Gabbana expects Suppliers to be completely transparent regarding their operational practices and to actively collaborate with the company to ensure compliance with the Code. Suppliers are required to provide all relevant information regarding their social and environmental practices, facilitating open and constructive dialogue.

2.3 Business Ethics

2.3.1 Enhancement of craftsmanship and Made in Italy

Dolce & Gabbana deeply values the cultural and artistic heritage of the Italian territories in which it operates. The protection of Made in Italy and the promotion of local craftsmanship are fundamental pillars of the company philosophy. In this context, it is essential that Suppliers actively act against counterfeiting and ensure that the indication of origin on products is always authentic and legitimate, contributing not only to maintenance but also to strengthening the economic and social well-being of local communities, respecting and promoting the intrinsic value of Made in Italy.

2.3.2 Compliance with laws

Suppliers are required to operate with maximum transparency, respecting the principles of legality, loyalty, and fairness. Should discrepancies emerge between the provisions of other laws and those of this Code, suppliers are obligated to immediately report them to Dolce & Gabbana.

2.3.3 Code of Ethics and Organizational Model

Suppliers acknowledge that Dolce & Gabbana has adopted the Code of Ethics and Organizational Model pursuant to Decree 231/2001 (the "Code of Ethics" and the "Organizational Model"), and declare they have reviewed the Code of Ethics and Organizational Model, freely available on the website at <http://www.dolcegabbana.it/corporate/#>.

Suppliers declare and guarantee that, in carrying out the activities provided for by the agreements entered into with Dolce & Gabbana (for simplicity, hereinafter, only the "**Contract**"), those who hold functions of representation, administration, or direction of the partner company and those who exercise, even de facto, the management and control of the company as well as their Employees, will not engage in any behavior, will not carry out any act or omission, and will not give rise to any fact not compliant with the prescriptions of the Code of Ethics and the Organizational Model that could result in liability under the cited Decree 231/2001 for Dolce & Gabbana.

In case of even partial non-compliance by Suppliers with this provision, Dolce & Gabbana will have the right to terminate the Contract at any time and with immediate effect, without prejudice to Dolce & Gabbana's right to compensation for damages that may derive from said non-compliance.

2.3.4 Anti-corruption

Suppliers are required to conduct all operations with maximum integrity, refraining from practicing or accepting bribes, illicit gratuities, or any other form of corruption. They must operate in a completely ethical and transparent manner, strictly respecting all applicable anti-corruption laws and regulations.

2.3.5 Confidentiality and information protection

Suppliers must respect the confidentiality of information received from Dolce & Gabbana, requesting authorization before sharing and ensuring non-disclosure of Dolce & Gabbana's exclusive technical details, drawings, and know-how, usable only for internal production. Suppliers are required to respect the minimum-security measures imparted by Dolce & Gabbana to ensure the confidentiality, availability, and integrity of processed information, particularly for personal data management. In all cases, it is required to cease the use of information at the end of the assignment and to avoid commercial practices that violate fair competition and antitrust regulations.

2.3.6 Anti-money laundering

Dolce & Gabbana implements effective measures to combat money laundering, self-laundering, and financing of illegal activities. Therefore, Suppliers must refrain from initiating or maintaining commercial and financial relationships when there are well-founded suspicions of involvement in money laundering activities. Furthermore, Suppliers are required to manage financial flows with rigor, avoiding any irregularity that could raise doubts about the legitimacy of financial resources.

2.3.7 Conflict of interest

Suppliers must avoid any behavior that could result in a conflict with Dolce & Gabbana's interests. According to this principle, Dolce & Gabbana must be promptly informed of any form of conflict of interest or situation that presents a potential conflict of interest. During the contractual or commercial relationship with Dolce & Gabbana or for its establishment or maintenance, Suppliers must never seek to take advantage – in any form – from their personal relationship with Dolce & Gabbana Employees (whether work-related or extra-work).

Article 3 – Monitoring and Implementation

3.1 Compliance with General Principles

To verify compliance with this Code of Conduct, Dolce & Gabbana may conduct, through its employees and/or appointed third parties, controls and inspections at Supplier locations and facilities to verify conformity with the General Principles of this Code of Conduct.

To this end, Suppliers must grant maximum cooperation to such verifications, including access to premises, buildings, and work environments (including any housing, canteens, or food service facilities used by Employees), allow access to and examination of requested documentation, provide requested copies and related clarifications, allow photographs to be taken, and hold, where necessary, confidential interviews with Employees (including personnel from external companies, even if only indirectly involved in activities related to the work environment).

If, following such verification activities, a Supplier's non-compliance with this Code of Conduct is found, Dolce & Gabbana may reserve the right to terminate the contractual relationship with the Supplier or request the latter to adopt corrective measures within a reasonable timeframe, without prejudice to any and all different provisions provided for in the existing contract with the Supplier.

To this end, Suppliers must commit to observing all General Principles described in Article 2. To evaluate compliance with what is established in this Code, Dolce & Gabbana reserves the right to implement the following practices:

- **Supplier Assessment:** Dolce & Gabbana reserves the right to conduct a thorough evaluation of potential Suppliers to ensure compliance with this Code's criteria.
- **Supplier Monitoring:** Dolce & Gabbana reserves the right to regularly monitor Supplier performance to ensure they continue to respect the principles of this Policy.
- **Supplier Audits:** Dolce & Gabbana reserves the right to conduct periodic audits of Suppliers to verify their compliance with this Policy.
- **Supplier Training:** Dolce & Gabbana reserves the right to support Suppliers through necessary training to understand and respect the principles of this Code.

Suppliers must ensure that their Employees respect, as far as they are concerned, the General Principles.

3.2 Reporting and whistleblowing system

Suppliers are required to report any and all doubts about the application and compliance with this Code of Conduct to Dolce & Gabbana; including any of their Employees, former Employees, or any other subject who has acted in the name and on behalf of Dolce & Gabbana or the Supplier itself. To this end, the Supplier may make such reports – even anonymously – through Dolce & Gabbana's whistleblowing system accessible via the web platform <https://whistleblowing.dolcegabbana.it> with guaranteed anonymity and confidentiality.

Article 4 – Code of Conduct updates

To ensure that this Code of Conduct remains adequate and effective, Dolce & Gabbana may periodically update the contents and implementation procedures in response to new legislative developments, best practices, and feedback received from interested parties.