

DOLCE & GABBANA

RESPONSIBLE PROCUREMENT POLICY

Executive Summary



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PREMISES

The Dolce & Gabbana Group (the “**Group**” or “**Dolce & Gabbana**”) is committed to ensuring a responsible, sustainable, and transparent supply chain, in line with the highest ethical and environmental standards in the fashion and luxury sector. Therefore, the Group has established the **Responsible Procurement Policy**, which aims to define the fundamental principles and operational guidelines that must guide the selection, qualification, and monitoring of the Group’s suppliers. The full version of the Policy is published on the company intranet.

1. CONTEXT

As part of its sustainability strategy and in response to the growing expectations of stakeholders, the Dolce & Gabbana Group acknowledges that responsible supply chain management is a key strategic element for the brand’s long-term sustainability. This is particularly true within the Group’s sector of reference, which is characterized by increasingly structured, complex, and fragmented production chains. As a result, the adoption of responsible procurement practices becomes not only an ethical and social imperative, but also a significant competitive advantage.

In this context, and in line with best practices within the relevant industry, Dolce & Gabbana has implemented – and intends to maintain – comprehensive and structured measures which, by involving its internal organization, operational processes, and control systems, can ensure full compliance with the highest standards of legal compliance, transparency, fairness, human rights protection, and environmental preservation by all its suppliers, including sub-suppliers at every level (hereinafter collectively referred to as the “**Supply Chain**”).

In line with the corporate values that have always distinguished Dolce & Gabbana, the company therefore aims to promote a business model that combines creative excellence with social responsibility through structured processes of due diligence, monitoring, and collaboration with supply chain operators.

2. PURPOSE

In light of the above, this Policy aims to:

- a) define the general principles for the selection, evaluation, informed engagement, and responsible management of suppliers (and sub-suppliers at all levels), with the goal of mitigating all legal, operational, and reputational risks related to Supply Chain management;
- b) set out in detail the roles, responsibilities, and operational procedures that must be followed by the managers of all the relevant corporate divisions involved;
- c) establish guidelines for the qualification and periodic evaluation of the Supply Chain based on principles of economic, social, and environmental sustainability;
- d) promote the respect of human rights, fair labor standards, and responsible environmental practices throughout the entire production chain;
- e) ensure compliance with applicable national and international regulations, as well as alignment with industry standards and certifications;
- f) foster continuous improvement and the development of long-term collaborative relationships with individual suppliers within the Supply Chain by sharing the Group’s values and ethical standards.

Therefore, the introduction and operational implementation of this Policy represents a fundamental element in ensuring the integrity of Dolce & Gabbana's so-called "value chain" (to be understood not only as the set of production activities for the creation and commercialization of the Group's goods and products, but also as full alignment with the aforementioned objectives) and, consequently, in preserving the brand's reputation while contributing to the Group's sustainability goals.

3. RESPONSIBLE PROCUREMENT: PRINCIPLES AND CORPORATE VALUES

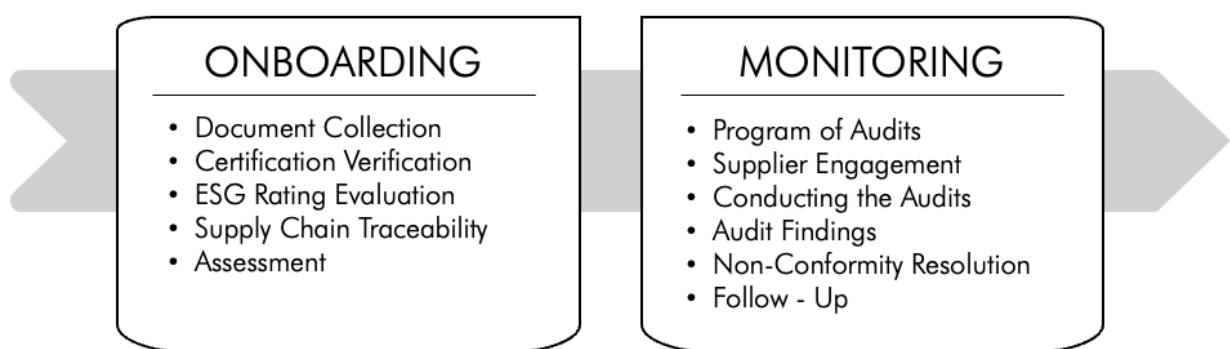
In any case, this Policy and more generally all Responsible Procurement processes defined herein - includes the provisions set forth in the following fundamental documents of Dolce & Gabbana.

- 1) the **Code of Ethics**, which constitutes, in particular, the essential set of values to which the Supply Chain must adhere;
- 2) the **Organizational, Management and Control Model pursuant to Legislative Decree 231/2001**
- 3) The **Supplier Code of Conduct**, which sets out the behavioral, social, and environmental standards required by Dolce & Gabbana from its Supply Chain.

The signing and full acceptance of the Code of Ethics, the Organizational Model 231/01, and the Supplier Code of Conduct represent a necessary and indispensable condition for the establishment and continuation of any supplier relationship.

4. MAIN PHASES: ONBOARDING AND MONITORING

In defining the areas of activity related to Responsible Procurement, the Policy distinguishes two main phases in the management of the Supply Chain:



5. ESG SUPPLIER ONBOARDING

The ESG Onboarding process is structured to ensure a comprehensive and accurate assessment of the Supply Chain (i.e., suppliers and authorized sub-suppliers at various levels) and is characterized by:

- 1) Direct Suppliers – Raw Materials;
- 2) Direct Suppliers – Finished Products, Semi-Finished Products, Contractors, and Workshops;

- 3) Indirect Suppliers (i.e., those involved in activities not directly related to the production lines, such as - by way of example and not limitation - customs services, logistics and transportation, warehousing, construction and renovation work, maintenance, events, security, catering, cleaning services, etc.).

During this phase, suppliers are required to submit a series of mandatory documents, including chamber of commerce registrations, health and safety certifications, risk assessment documents, and training certificates (the full list is detailed in the complete version of the Responsible Procurement Policy). In addition to these, internationally recognized **sustainability certifications** - such as ISO 9001, ISO 14001, ISO 45001, SA8000, PAS 24000, ZDHC Supplier to Zero, EU Ecolabel - as well as certifications related to raw materials listed in the Preferred Material List, are considered preferential elements.

An additional distinguishing element is represented by **ESG ratings**: suppliers with positive evaluations from accredited entities (such as EcoVadis, MSCI, CDP) gain a competitive advantage in the selection process. This approach rewards genuine commitment to sustainability and encourages continuous improvement.

Finally, each supplier must ensure the traceability of their subcontracting chain by providing a detailed list of the parties involved. Only upon successful evaluation can the supplier be contracted, by signing the Code of Conduct, the Technical Specification, and, if applicable, the Restricted Substances List.

This process, though rigorous, is collaborative and enables Dolce & Gabbana to build a solid, transparent Supply Chain that aligns with its core values.

6. ESG MONITORING

Dolce & Gabbana's commitment does not end with the selection of suppliers. On the contrary, the **ESG Monitoring** phase represents the core of the brand's responsible procurement strategy. Through a structured system of audits and inspections, we ensure that ethical, social, and environmental standards are continuously upheld throughout every stage of the collaboration.

The monitoring program is based on a **risk mapping system** that assigns each supplier a priority level according to the type of activity performed, their position in the supply chain, and their risk profile. In this regard, the presence of specific certifications influences the prioritization of verification activities. Suppliers holding one or more recognized preferential certifications (such as SA8000, PAS 24000, ISO 45001, ISO 14001) or those with a high ESG rating issued by accredited entities (such as EcoVadis or equivalent) will be assigned a lower priority level in the audit planning process. This risk-based approach enables a more efficient allocation of verification resources, focusing control efforts on suppliers who lack sufficient documentary guarantees regarding their management systems.

Audits are conducted by an **independent third-party entity**, selected for its expertise and impartiality, and may be either announced or unannounced.

During the audits, fundamental aspects are examined, such as:

- Forced or irregular labor;
- Occupational health and safety;
- Sanitary and hygienic conditions of the workplace;
- Working hours;
- Adequate remuneration;

- Environment.

Each audit concludes with a detailed report that classifies the findings as compliant, observations, or non-conformities (minor, major, or critical). In the event of critical issues, a Corrective Action Plan (CAP) is activated, agreed upon with the supplier, and monitored over time. In the most severe cases, warnings or termination of the contractual relationship may be pursued.

The follow-up activities include:

- Collection and analysis of the requested supplementary documentation
- Review of any non-conformities identified
- Follow-up visits to suppliers to validate the corrective actions
- Ongoing monitoring of the implementation of improvement plans

To support this process, Dolce & Gabbana has established **two oversight committees**: a strategic one (Executive Meeting, held monthly) and an operational one (held weekly or biweekly depending on the Divisions involved). These committees meet regularly to analyze audit results, set priorities, and coordinate corrective actions. This governance system ensures continuous and cross-functional oversight across the entire supply chain.

All activities related to verification, including documentation, audit reports, and all exchanged communications, are recorded and archived to ensure the traceability of the audits carried out. Furthermore, a digital platform is currently being implemented to allow for integrated and transparent supplier management, facilitating the collection of documentation, the monitoring of deadlines, and the evaluation of ESG performance.

7. REVIEW AND UPDATE

The review of this Policy, understood both as an integration and a modification, is carried out periodically and aims to ensure its adequacy with industry best practices, the company's strategic objectives, as well as to incorporate any changes in the Group's value framework.

Last revision date: June 12, 2025