

DOLCE & GABBANA

MODERN SLAVERY STATEMENT

For the Financial Year 01.04.2024 – 31.03.2025



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, 2025.

2. GROUP AND VALUE CHAIN 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, 2025, the Group achieved some Euro 1.9 billion in net revenues and counted 6,036 employees.

Dolce&Gabbana operates directly in over 30 countries through its retail activities, which include, at March 31, 2025, 243 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.

With the aim of further strengthening its production processes, in July 2024 Dolce&Gabbana took an important step toward vertical integration by acquiring control of a company with a strong artisanal vocation, already a strategic supplier to the Group, headquartered in the Marche region. With this acquisition, the production sites where the Group's manufacturing and artisanal activities are carried out increase to six. The Group's industrial and corporate activities are mainly concentrated in Italy, while regional offices – distributed globally – focus on supporting commercial functions.

All production divisions within the Group operate in accordance with principles of responsibility and transparency, fully aligned with corporate policies and international regulations. Dolce&Gabbana's main suppliers are those directly involved in the production cycle and are categorized into the following segments: Fashion, Beauty, Jewellery and Watches, Home and Alta Moda.

- Fashion: For most collections, the Group relies on a carefully selected network of external workshops located in industrial districts where deep-rooted artisanal expertise ensures the highest possible quality, while managing the most delicate stages of production internally.
- Beauty: Production is entrusted entirely to a small, highly selected group of Italian suppliers, chosen for their ability to combine high-quality standards with large volumes, while maintaining strict control over formulations and ingredient selection.
- Jewellery and Watches: The Group produces most one-of-a-kind pieces of Alta Gioielleria (High Jewelry) and Alta Orologeria (High Watchmaking) internally, while commissioning Fine Jewellery orders to a network of selected artisanal workshops specializing in jewellery and watchmaking.
- Home: Production is entrusted to a network of selected suppliers, often highly skilled artisans.
- Alta Moda: A significant portion of production is managed internally, while certain processes are outsourced to specialized artisanal workshops.

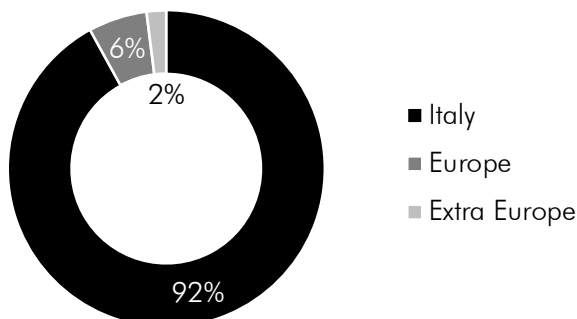
For all divisions, the Group carries out meticulous internal quality control on raw materials and every finished product.

Dolce&Gabbana is committed to maintaining direct control over the entire value chain and to building long-term relationships with suppliers, preserving the heritage of artisanal expertise and generating value for the communities in which the Group operates.

In the fiscal year ended March 31, 2025, the Group worked with approximately 1,300 industrial suppliers, almost entirely located in Italy and Europe, based on the geographical distribution of expenditure.

The localization of the supply chain in Italy is essential to ensure optimal working conditions for employees, as

Geographic distribution of the Group's industrial suppliers



guaranteed by Italian laws and current national collective agreements. The Italian Collective Bargaining Agreement (CCNL – Contratto Collettivo Nazionale del Lavoro), negotiated at the national level between trade unions and industry associations, supplements statutory regulations and establishes rights, guarantees and obligations for all workers. This includes guaranteed minimum wages, working hours, vacation entitlements, seniority benefits, management of overtime, holiday and night work, probation and notice periods, as well as leave for illness, maternity and injury, in addition to the disciplinary code.

3. ETHICAL PRINCIPLES AND POLICIES

Dolce&Gabbana operates with integrity, respect and responsibility toward its stakeholders, including employees, customers, suppliers, business partners and authorities.

This commitment underpins the Group's Sustainability Plan, which actively contributes to the objectives of the 2030 Agenda for Sustainable Development adopted by the United Nations in 2015. The Plan is structured around seven strategic priorities: Net Zero Carbon, Made in Italy & Heritage Preservation, Human Care & New Generations, Zero Waste, Ecosystem Collaboration, Materials & Circularity and Transparency & Traceability. Among these, Ecosystem Collaboration is specifically dedicated to strengthening partnerships along the value chain, promoting and disseminating best practices in social and environmental sustainability.

Dolce&Gabbana has adopted a system of policies and key documents to define the Group's ethical principles, which contribute to identifying, preventing and mitigating the risks of modern slavery within its operations and supply chains:

- **Code of Ethics:** 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 of Ethics draws on key national and international regulations, documents and guidelines on corporate social responsibility and governance, such as the United Nations Charter of Human Rights, the Charter of Fundamental Rights of the European Union, labour standards set out in ILO (International Labour Organization) conventions and the OECD Guidelines for Multinational Enterprises. With regard to relationships with suppliers and business partners, the Code of Ethics emphasizes that procurement processes must be conducted with transparency, fairness and efficiency.
- **Organization, Management and Control Model** in accordance with Italian Legislative Decree 231/01: It identifies potential risk areas, establishes prevention protocols and assigns the Supervisory Body the responsibility for overseeing the implementation and compliance of the Model, preventing unlawful conduct within the corporate context, including violations of human rights.
- **Supplier Code of Conduct:** Adopted in November 2024, it establishes the fundamental principles, ethical standards and responsibilities that all Dolce&Gabbana suppliers must uphold in their business operations

and throughout their supply chain, requiring respect for human rights, compliance with local labour laws and the absolute prohibition of exploitation, discrimination, abuse and unsafe working conditions.

- **Responsible Procurement Policy:** It defines the criteria and operational guidelines for the selection, qualification and monitoring of suppliers, promoting respect for human rights, fair labour standards and responsible environmental practices throughout the entire production chain, as well as compliance with national and international regulations and alignment with industry standards and certifications.

Dolce&Gabbana regularly reviews its policies and processes to ensure they remain up-to-date and effective, in line with global best practices.

4. RESPONSIBLE PROCUREMENT PRACTICES

In the 2023/2024 fiscal year, the Group launched a Responsible Procurement program, a strategic initiative aimed at further strengthening control activities throughout the entire supply chain. The objective is to minimize the risk of collaborating with suppliers that violate human rights or regulations concerning wages, social security contributions, health and safety, or that adopt practices not aligned with the environmental and social standards required by Dolce&Gabbana. The program led to the adoption of the Supplier Code of Conduct and the drafting of the Responsible Procurement Policy, which sets out clear principles and operational procedures structured into two main phases: Supplier ESG Onboarding and Supply Chain Monitoring.

Supplier ESG Onboarding

The ESG Onboarding process is structured to ensure a comprehensive and accurate assessment of the supply chain. The preliminary phase involves collecting the documentation required for supplier evaluation and qualification, including an updated company registration certificate, the Document of Social Security Compliance (DURC - Documento Unico di Regolarità Contributiva) and the Document of Tax Compliance (DURF - Documento Unico di Regolarità Fiscale), as well as any audit reports conducted in the past 12 months and any relevant documentation regarding compliance with specific ethical standards. In addition, internationally recognized sustainability certifications—such as ISO 9001, ISO 14001, ISO 45001, SA8000, PAS 24000—as well as certifications related to raw materials, are considered preferential elements.

Finally, each supplier must guarantee the traceability of its subcontracting chain by providing a detailed list of all parties involved, which must be assessed and approved by Dolce&Gabbana. Only after a positive evaluation can the supplier be contracted, signing the Code of Conduct, the Code of Ethics and the Organization, Management and Control Model, ensuring a shared commitment to human rights protection and regulatory compliance.

Supply Chain Monitoring

The monitoring program is based on a risk-mapping process that assigns each supplier a priority level according to the type of activity performed, position within the supply chain and risk profile. In this regard, the presence of specific certifications influences the prioritization of verification activities. Suppliers holding one or more recognized preferential certifications (SA8000, PAS 24000, ISO 45001, ISO 14001) or presenting a high ESG rating issued by accredited entities will benefit from a lower priority level in audit planning. This risk-based approach enables more efficient allocation of verification resources, focusing control efforts on suppliers lacking adequate 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 “surprise” (daytime or evening), involving both suppliers and subcontractors. The audit campaign uses, as an investigative tool, a checklist based on the evaluation elements and methodology of the SA8000 – Social Accountability standard, covering the following areas of verification: forced, child, or irregular labour; occupational health and safety; workplace hygiene and sanitary conditions; working hours; fair remuneration; and environmental practices.

On-site inspection activities are followed by a series of follow-up actions, including the collection and analysis of additional documentation, review of any non-conformities identified, possible verification visits to suppliers and continuous monitoring of the implementation of corrective and compliance plans. In exceptional cases of severe non-compliance, Dolce&Gabbana reserves the right to terminate the business relationship.

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

During the 2024/2025 fiscal year, 145 audits were carried out, covering over 50% of spending on utilized workshops and involving priority suppliers and subcontractors across all production divisions, as well as internal and logistics service providers to the Group.

No serious incidents or human rights violations were reported along the value chain.

Grievance Mechanisms

Dolce&Gabbana provides employees, suppliers and third parties with a secure and confidential whistleblowing system to report illegal, fraudulent, or policy-violating behaviour, including human rights violations. Reports are managed by a dedicated team that ensures whistleblower protection and the prompt adoption of corrective measures.

5. TRAINING ACTIVITIES

During the fiscal year under review, alongside the development of ESG projects, sustainability training programs were organized for a total of nearly 11,000 hours delivered.

Specifically, for the second consecutive year, a training program on ESG topics was organized for Top Management, with the aim of fostering the integration of sustainability into all strategic business decisions and triggering a cascading engagement on these issues. As of March 31, 2025, more than 80% of Top Management had participated in the Sustainability Leadership program.

6. COMMITMENT FOR THE NEXT YEARS

Dolce&Gabbana reaffirms its commitment to continuously strengthening its risk control and prevention system, with particular focus on identifying and assessing critical issues across all operations and the supply chain, including risks related to human rights.

In the coming months, activities will focus on enhancing the Responsible Procurement Policy through the adoption of advanced digital tools for supplier engagement and for the traceability of raw materials and finished products. The goal is to build a transparent, traceable supply chain fully compliant with ESG standards, ensuring adherence to international regulations and best practices in sustainability and social responsibility.

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

Milan, 20 November 2025