

Our workplace is an open space that allows to create a favorable environment where communication and listening can flow freely.

All the people involved in **SAVE THE DUCK** universe share the same **ETHICAL** values, from internal staff, to the supply chain, to customers.

**Inclusion** [from Latin *inclusio*]  
- The act of inserting into a whole, determining the state of belonging, feeling welcomed and wrapped.

The annual survey carried out among employees reveals a strong sense of belonging to the company and a high level of harmony in teamwork.

SENSE  
OF BELONGING

92,5%

94,85%

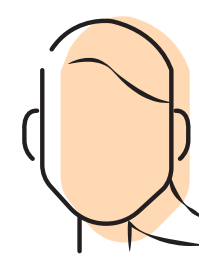
HARMONY  
LEVEL



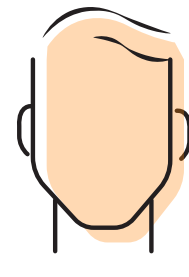
The team proactively collaborates between Italy and China, involving people of 5 different nationalities.

40,2

AVERAGE AGE



80%  
WOMEN

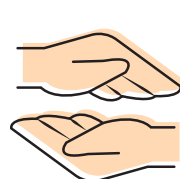


20%  
MEN

64%

MANAGER

In **SAVE THE DUCK** we recognize the centrality of the contribution of our people in daily operations. This is why we promote initiatives that generate positive impacts on our collaborators.



Among the most relevant: a **rest area** with equipped kitchen, the chance of attending **yoga classes** in support of the psycho-physical balance of our people, a corporate **welfare plan** for all employees to support and increase the personal and family well-being.

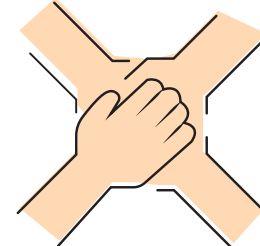


Among our people we take into consideration all **OUR SUPPLIERS**, that are real collaborators. Our supply chain is lean and well known to us.

How can we be sure that our suppliers **COMPLY WITH OUR PARAMETERS**?

Relationships consolidated for over more than a decade of mutual support, **trust** and drive for improvement allow us to monitor the performance of our suppliers.

All of this is contained in a document called **CODE OF INTERDEPENDENCE FOR SUPPLIERS**, where rights of workers are guaranteed as enshrined in the **ILO** conventions. Every single person who operates in the supply chain is important. His/her work must be protected and adequately remunerated.



In 2017 **SAVE THE DUCK** joined **Amfori BSCI** in order to directly manage social audits on its supply chain.

**amfori**  **BSCI**  
Trade with purpose

BSCI audits, conducted by independent third parties, are carried out on 89% of the suppliers (the remaining part adheres to different protocols, accepted by **SAVE THE DUCK**).

THESE ARE THE PARAMETERS  
TO WHICH OUR PARTNERS  
COMPLY:

#### ETHICAL WORKING CONDITIONS

- ✓ Freedom of association (trade unions)
- ✓ Right to collective bargaining
- ✓ No forced or precarious labour
- ✓ No discrimination
- ✓ Gender equality
- ✓ Fair remuneration

#### HEALTH & SAFETY

- ✓ Healthy and safe working environment, risk assessment and necessary measures to eliminate or reduce them
- ✓ Safety courses
- ✓ Regular evacuation practice, fire protection and emergency exits
- ✓ Availability of clean and drinking water
- ✓ Protective clothing provided

#### WORKING HOURS

- ✓ Guaranteed holidays
- ✓ No excessive overtime \*
- ✓ 5 working days

#### BAN ON CHILD LABOR

- ✓ Without exceptions
- ✓ Special protection for young workers (16-18 years)

\*Some findings have been detected regarding this point and, thanks to Amfori platform, we have activated the mechanism for requesting improvement to supplier, which we expect to present quickly corrective action plans.

#### ENVIRONMENTAL PROTECTION

- ✓ Healthy workplaces
- ✓ No contact with harmful or dangerous chemicals
- ✓ Reduction of impacts

## EDUCATION



We spread culture of sustainability among young people. We participate to universities meetings and seminars. We sponsor the **scholarship at the Università Politecnico di Milano** for the best thesis focused on sustainability in the fashion system. We are part of the jury of the 2020 **CHANGEMAKER COMPETITION - B Corp School** edition of **Invento Innovation LAB**, dedicated to high school students.