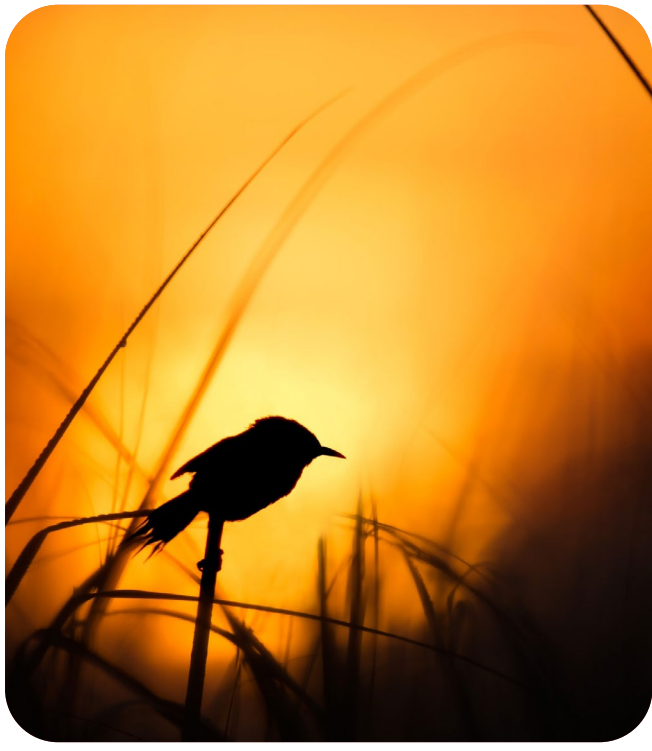


SAVE THE DUCK

WE RESPECT ANIMALS.

The setting of targets and goals drives us to protect nature, by reducing our environmental impact and to support people's rights, by fostering inclusivity and respect.



RESPECTING ANIMALS

WE SELL 100% ANIMAL CRUELTY FREE PRODUCTS

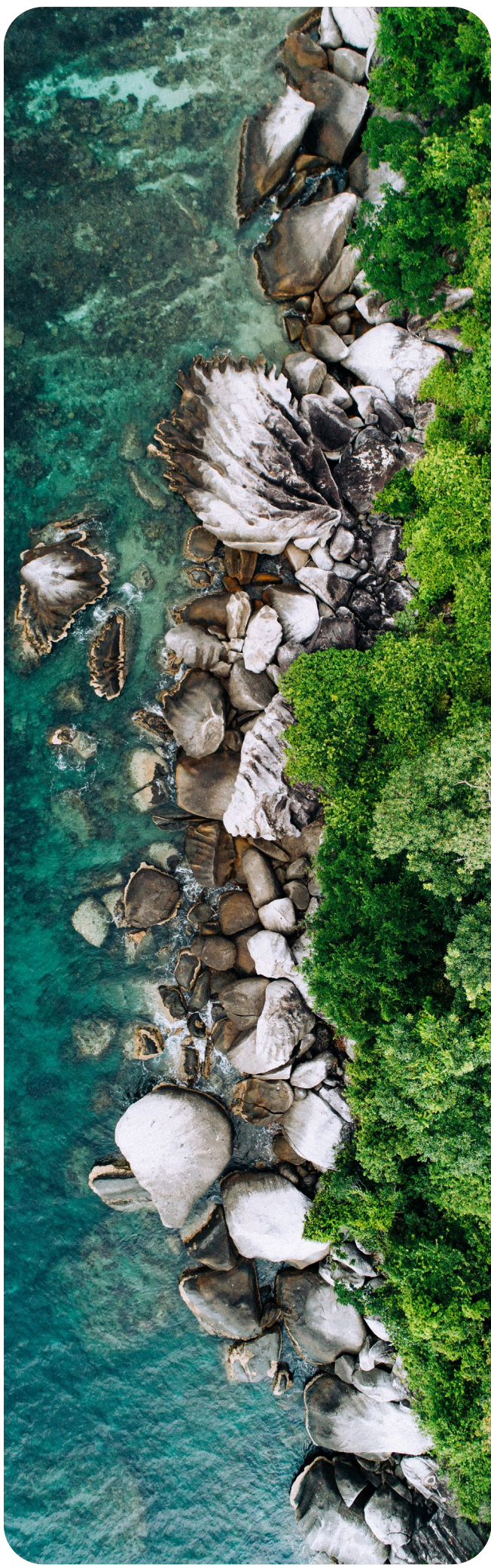
- Make only 100% animal cruelty free products

WE STAND-UP FOR ANIMAL RIGHTS

- Raising the fashion world's awareness of the use of materials of animal origin in products

WE CONTRIBUTE TO ANIMAL PROTECTION

- Address donations made during one year to a maximum of two projects/causes related to the protection of animals and ecosystems by 2025



LOVING NATURE

WE TAKE ACTION FOR CLIMATE

- Achieve Carbon Neutrality by 2030

WE PRESERVE THE ECOSYSTEMS

- 100% BCI certified cotton by 2025
- 100% PFC-free fabrics by 2025
- 100% of Suppliers participating in the ZDHC program by 2030
- Contribute to research and debate on the impact of microfibers

WE ENHANCE CIRCULAR THINKING ALONG THE PRODUCTS LIFECYCLE

LONGER LIFE-CYCLE

- Raise awareness among final consumers about the possibility of extending the life of jackets
- Activate the pilot project "MODA DEMOCRATICA" in Italy by 2025: recover jackets at the end of their life and donate to associations
- Establish collaborative relationships with associations that are able to reuse the materials of jackets for the creation of other objects

PRODUCT ENVIRONMENTAL FOOTPRINT

- 50% of garments with >40% (by weight) of recycled fabrics, padding and accessories by 2022
- Integrate environmental criteria into the Save The Duck product design process with the aim of minimizing environmental impact by 2030

WE WORK FOR A SUSTAINABLE STORE CONCEPT

- 100% of stores built according to eco-design guidelines
- 100% of shopping bags made of sustainable materials by 2021
- ESG Ratings on 100% of resellers/distributors by 2030



CARING FOR PEOPLE

WE PROMOTE INCLUSIVENESS AND TRUST AT WORK

- Get at least 85% positive responses to the corporate climate survey

WE VALUE OUR PEOPLE GROWTH AND PASSION

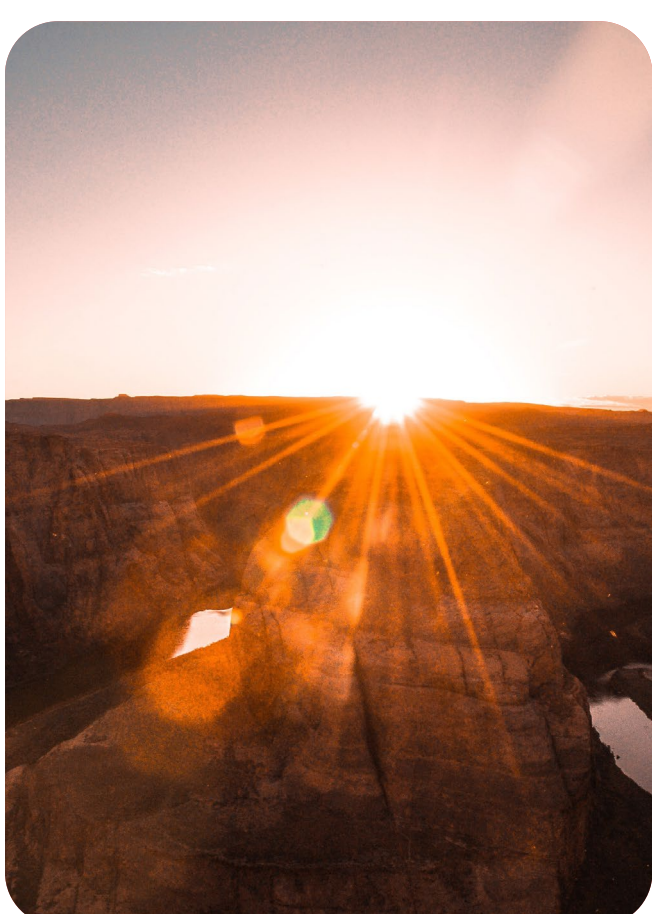
- 24 hours of training per capita per year by 2025

WE FOSTER THE RESPECT FOR HUMAN RIGHTS

- Contribute to the protection of workers and workers' families along the Supply Chain
- SOCIAL Audits on Tier-1 suppliers amounting to at least 80% of expenditure by 2021
- Social assessment of at least 50% of Tier-2 suppliers by 2025

WE SUPPORT OUR COMMUNITIES

- 12 volunteer hours per year
- Address yearly donations to support projects/associations of local communities



OUR COMMITMENT

- Formalize our commitment to contribute to the United Nations Sustainable Development Goals (SDGs)

OUR GOVERNANCE

- Setting sustainability objectives in the performance evaluation system

OUR COMMUNICATION

OPEN DIALOGUE AND TRANSPARENT COMMUNICATION

- Share the impact report annually
- Increase traceability and transparency in the Supply Chain
- Raising consumer awareness on sustainability