



BRUNELLO CUCINELLI

HUMAN SUSTAINABILITY POLICY  
“IN HARMONY WITH CREATION”



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**BRUNELLO CUCINELLI**

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# 1. HUMAN SUSTAINABILITY

Human Sustainability is a concrete place where the environment, economy, culture and spirit can coexist. It is that attitude of care and stewardship that is not limited to the enhancement and promotion of a culture of human dignity but extends to every aspect of living in harmony with Creation, guided by the desire to do no harm, or to try to do as little as possible.

All this is naturally and fully consistent with the value inherent in the search for a fair balance between profit and gift. We believe that a company that wants to be authentically inspired by universal humanism must pursue in an amiable and graceful manner the noble goal of achieving the highest possible degree of well-being for all of Creation.

Only in this way, as stated by Chairman Brunello Cucinelli, *«we can act fully and sustainably, because, despite technology we live immersed in nature, and as Leibniz believed, nature “does not make leaps”, that is, the relationships between things are in continuity, not diversity»*.

Human Sustainability is therefore composed of six forms: environmental sustainability, economic sustainability, cultural sustainability, spiritual sustainability, moral sustainability and technological sustainability<sup>1</sup>.

The six forms of Human Sustainability are linked to the long-standing ideals of life and work, an expression of the values formalized in five decalogues and on which we have built our idea of Humanistic Capitalism and Human Sustainability, directing our daily life and guiding our actions.

## 1.1. Our Enduring Ideals of Life and Work

The foundations on which to build the idea of Humanistic Capitalism are **Our Enduring Ideals of Life and Work**, which we would like to direct our daily life and guide our actions.

- I. *We love and respect Mother Earth: we cultivate our land according to nature and we welcome its fruits as its greatest gift.*
- II. *We do not use more resources than is necessary and natural. We make careful use of the universe.*
- III. *We always act as loyal and affectionate guardians of Creation.*
- IV. *We believe in the moral and economic dignity of the human being.*
- V. *During work we support fair profitability and harmony between profit and giving back to the community.*

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<sup>1</sup> A description of the individual forms and the key concepts through which they are realized in the Group's daily work can be found in the words of Chairman Brunello Cucinelli in the “Human Sustainability” section on the Group's investor website, which can be found at the following link:  
<https://www.brunellocucinelli.com/it/humanistic-capitalism-and-human-sustainability.html>

- VI. *We seek harmony between fair work and human privacy.*
- VII. *We commemorate our forefathers. They taught us to respect the law, and our story is written in their words.*
- VIII. *We believe in the universalism of the world and act with great respect for all civilizations.*
- IX. *We accept the right changes to live the best part of our times.*
- X. *We love young people and convey to them the hope and dream of the bright future that awaits them.*

## 1.2. Our Mother Earth

This is how we would like to summarize our commitment to the protection of Creation and its resources:

- I. *We have always sought a fair profit obtained with ethics, dignity and morality, creating highly crafted products that cause no harm to Creation, or as little harm as possible.*
- II. *We feel strongly responsible for the things we build on this planet that hosts us. That is why we always design our factories by respecting the spirit of the place, renovating and restoring old pre-existing industrial facilities and preserving rather than further depleting the land.*
- III. *Every renovation plan of our factories always includes a landscape plan, an architectural plan, a long-term maintenance plan and a plan for their sustainability over time. No human action is acceptable unless it is compatible with land regeneration.*
- IV. *It is a moral imperative to use the resources of Creation according to the ancient rules of nature. That is why responsible water use and reuse are at the center of our life and work project. The same applies to other resources, as we utilize them with moderation and by paying utmost attention to climate change.*
- V. *Ancient civilizations worldwide worshipped Mother Earth as a primordial deity, each according to their own tradition. Its meaning and importance have not diminished over the centuries, and that is why our crops, oil, wine, wheat, fruit, are cultivated naturally, and their fruits are used naturally to prepare the food that is served in the restaurant of our corporate dining hall.*
- VI. *Since day one, we have imagined our cashmere items as products that would be exclusively made in our beautiful country that is Italy, and that could somehow represent a legacy to be passed on. We wanted them to be carefully hand crafted using only raw materials of the highest quality.*

- VII. *From our mothers we learned that the art of repair is a sign of the value of things. John Ruskin used to say that we must necessarily accept the end of all things and that we must do our best to make them last longer. In this concept lies the gift of repairing, and the reason why we have an entire department dedicated to this activity.*
- VIII. *From tradition also stems our primary choice - which goes back to our Company's origins - of only using natural fibers for our products and of employing them naturally. This choice of ours, along with that of quality, enables us to do our share in preserving Creation.*
- IX. *We like to do our best to support raw material producers, in order to ensure their fair moral and economic dignity, and we make it a point to let our customers know that we constantly strive to make our products based on respect for all those who have contributed to their creation.*
- X. *Just like Pericles in Athens, we have also been taught to «respect the magistrates and to respect the law, and never forget that we must protect those who receive offence». We have also been taught to «respect those unwritten laws that reside in the universal feeling of what is right and what is common sense».*

### 1.3. To Our Gracious Co-Workers

The following points are addressed to our Gracious Co-Workers and articulate various aspects of our commitment to them:

- I. *We have always made sure that our workplaces are well-maintained and welcoming places where you can always raise your eyes and look at the sky.*
- II. *We all work fair hours and share the same working hours; but nobody is connected on Saturdays and Sundays.*
- III. *We have always made sure that wages are a little higher for everyone, without any difference.*
- IV. *In our Company we want everyone to have equal opportunities, as we are constantly aware of the value of their knowledge.*
- V. *We have paid utmost attention to promoting healthy relationships based on respect and trust between workers, whom we consider to be thinking souls.*
- VI. *We believe in the great value of culture as a factor of human improvement. That is why we kindly promote it.*
- VII. *We are aware that passing on knowledge fosters creativity and talent. For this reason in Solomeo we have established the School of Arts and Crafts.*

- VIII. *If our Company lasts for centuries, as we hope, it will also be thanks to the generational change that we have always nurtured over time.*
- IX. *It is our habit to meet regularly throughout the year and talk to each other, so that everyone can learn about how the company is evolving.*
- X. *We never stop looking for the genius in others and, when we find it, we endeavor to make the most of it.*

#### 1.4. To Our Esteemed Partners

We dedicate the same deep care that we devote to our co-workers to our relationship with all the professionals providing raw materials and the skillful third-party craftspeople who produce our collections.

- I. *We would like your workplaces to be welcoming and friendly.*
- II. *It would be nice if your relationship with your employees continued to be genuine and harmonious.*
- III. *We believe in the primary value of fair wages, without exception.*
- IV. *We would like your employees to work fair hours when they work for our Company.*
- V. *It would be lovely if, a bit like we do here, you too ensured a constant generational turnover.*
- VI. *We believe it would be lovely if in all your activities you always respected and considered the development of the local area.*
- VII. *We fervently wish our attitude towards you to remain loyal and true.*
- VIII. *We feel it is lovely that, as we do, you work closely with one other, while being aware of each other's complete and mutual independence.*
- IX. *We would be happy to continue to support the planet together, using the resources of Creation according to the ancient rules of nature.*
- X. *We would like stay true to our traditional annual meetings, where we can discuss the future and our plans, thus renewing the friendly relationship that has long bound us together.*

## 1.5. Longevity of the Company

- I. *Greed does not benefit men because it violates the rules of nature.*
- II. *Arrogance is not profitable because it is short-lived.*
- III. *We act in the knowledge that we are eternal: so we build solidly and assiduously guard what we have built.*
- IV. *We cultivate talent because its fruits nourish creativity.*
- V. *The ambition to train and educate is the only one that transcends individual limits, because every decision must be made together rather than alone.*
- VI. *An international business belongs to world-class owners.*
- VII. *A company's CEO must be replaced every 12-15 years.*
- VIII. *If we know how to change, we will know how to reinvent ourselves, just as nature reinvents itself.*
- IX. *For a company, sufficient liquidity is like sour dough stored in a cupboard.*
- X. *Every ten years or so there is a crisis and after every crisis there is regrowth: this is what history teaches us.*

## 2. GUIDING PRINCIPLES

In the hamlet of Solomeo, whose history, tradition and uniqueness inspire and form the essence, image and philosophy of the Brunello Cucinelli Group (hereafter also the "Group"), our will has been to give life to a new entrepreneurial dimension, in which work would be defined as one of the noblest expressions of human value and profit would be considered a means to achieve a higher end.

Our inspiring principles: **improving the lives of those who work, protecting the world's beauty, carrying out projects for future generations**, led us to draft the five Decalogues in the "Human Sustainability" section:

1. Our Enduring ideals of Life and Work;
2. Our Mother Earth;
3. To Our Gracious Co-Workers;
4. To Our Esteemed Partners;
5. Longevity of the Company.

Stakeholder requests, constantly heard and accepted by the Group, are deeply integrated into the decision-making process. Such contributions are treated with care and respect, so much so that they have directly influenced the definition of the objectives and contents of the company's sustainability strategy.

The contents of the Policy also recall the values, principles and rules of conduct set out in the Group Code of Ethics, the Organization and Management Model pursuant to Legislative Decree 231/2001, the Anti-Corruption Policy, the "Human Relations" Policy, the Diversity and Inclusion Policy, the Environmental Policy, the Framework Agreement shared with our *façonisti* and suppliers and are also aligned with the commitments defined within the Sustainability Plan (more details in section 5 of this Policy).

The Policy is drafted with the intention of aligning our conduct with the highest international Standards such as: the 1948 Universal Declaration of Human Rights, the Conventions on Fundamental Labor Rights and Principles of the International Labor Organization (ILO), the 2011 Guidelines of the Organization for Economic Co-operation and Development (OECD), the Principles of the United Nations Global Compact, the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), and the 2015 Paris Agreement on Climate Change (COP21).

The Group is particularly committed to achieving the following SDGs:

- SDG #5 - Gender equality
- SDG #8 - Decent work and economic growth
- SDG #10 - Reduced inequalities



- SDG #11 - Sustainable cities and communities
- SDG #12 - Responsible consumption and production
- SDG #13 - Climate action
- SDG #16 - Peace, justice and strong institutions

### 3. THE COMMITMENTS

The Sustainability Policy is embodied in the commitments the Group has defined internally and in relations with its external stakeholders, which are also the main pillars of the strategy expressed in the Sustainability Plan (for more information, see Section 5 of this Policy).

In this sense, this Policy is the framework for the processes of managing all sustainability impacts, risks and opportunities (environmental, social and governance) pertaining to the Casa di Moda.

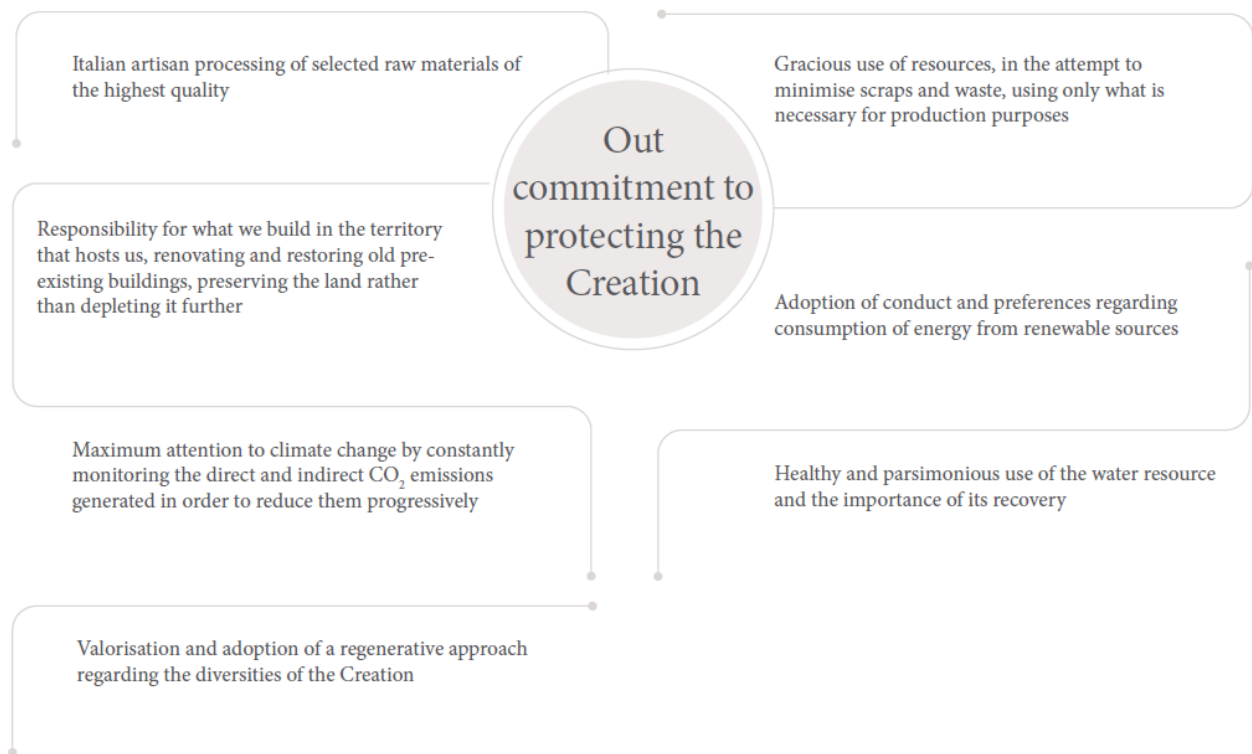
#### 3.1. Environmental Sustainability

*«I sometimes think that all we are doing today for a better environment, to limit global warming, focusing attention on the composition of materials, on the elimination of harmful ones, on landfills and on controlling polluting emissions, is in some way the ideal departure point towards a world where we can return to regenerating, reusing, repairing and recovering, in other words to using the gifts of Mother Earth according to the natural rule »*

(Brunello Cucinelli, Our idea of Humanistic Capitalism and Human Sustainability, Corporate website)

We are committed to safeguarding Creation by implementing **activity planning that achieves a balance between economic initiatives and the essential needs of environmental protection and enhancement**, respecting the protection of our Mother Earth. Well aware of the ongoing environmental challenges and their relevance for the entire community, we try to act by limiting as much as possible the generation of negative impacts through the reduction of energy consumption and climate-changing emissions, the careful use of water resources, the use of raw materials with limited environmental impact, the reduction and the progressive elimination of the use of chemical products.

We try to act according to a proactive, preventive and prudential approach in alignment with the precautionary principle set out in Principle 15 of the United Nations Rio Declaration on Environment and Development (1992), the 2015 Paris Agreement and the ambitious carbon neutrality objectives established at European level.



We are indeed responsible for the places we live in, the nearby suburbs, and the local community that hosts us. Our history is deeply and inextricably linked to that of the Hamlet of Solomeo and the local area.

This responsibility is explicit in the commitment to demonstrate **constant dedication and support** aimed not only at maintaining the beauty and uniqueness of the Hamlet, but also at **restoring the peripheral areas** and the **continuous socio-economic and cultural development** of the entire Umbrian territory and its communities.

### 3.2. Economic Sustainability

*«Thinking about the business, we like **gracious and constant development**, and this too is a lesson learned from rural life, where **great speed and big harvests cannot become the rule** because doing so would damage the great harmony of nature».*

(Brunello Cucinelli, Our Idea of Humanistic Capitalism and Human Sustainability, Corporate website)

As Adam Smith first clarified unequivocally in economic history with his seminal work *The Wealth of Nations* (1776), everything ultimately revolves around "human capital". Economic resources cannot be separated from humanity and the intrinsic value it represents.

Even more so for a company genuinely inspired by a comprehensive and universal humanism, such as the one established and developed in Solomeo, it is human values that found and support the very idea of economy, certainly not the reverse. Humanity is, therefore, the true measure of all

things (including economic matters), as Protagoras first taught us and as the Renaissance subsequently confirmed.

Harmony and Human Sustainability are central elements of **Humanistic Capitalism**, our way of conducting business, a capitalism "*informed by social aspects, with a clear understanding of the primary value of the human person, granting them both moral and economic dignity*".

In line with this model, the Group pursues a constant balance between profit and donation, aiming to support **fair, gracious, and sustainable long-term growth**.

This is expressed by making profits in accordance with **ethics, dignity, and morals**: for this reason, we believe that our success must coexist in harmony with respect for Creation and humanity, ensuring full transparency and truthfulness with regards to how we work, and helping to create social and economic development for those who are directly or indirectly impacted by our actions.

We intend to pursue development that guarantees progressive improvement of corporate performance at the **right time** and under the **right conditions**. This means valuing the work and dignity of human resources, the artisan workshops we collaborate with, as well as Creation and the hamlet that hosts us, essentially all stakeholders with whom we interact and engage. Thus, creating fair profit comes alongside our commitment to compensate our stakeholders consistently, making them participants in the results achieved.

Through this approach, we will render our growth objectives sustainable for those who will help us pursue them.

Our passion for high-quality craftsmanship is paired with the ethic of care we apply to the work of skilled hands. Our understanding of Made in Italy, in essence, passes through recognizing the proper credit of all those who, from raw material selection to boutique promotion, contribute to creating a product that serves as an ambassador of our Brand's lifestyle.

For all these reasons, it is necessary to maintain an exceptionally high and special level of attention at every stage of the production chain and in our amicable relationship with the final customer: attention to raw materials, but also to their processing, model design, details, and packaging, and so forth.

We consider this attention a genuine form of respect for the person who experiences the exceptionally high quality of our artisan genius' works.

Guaranteeing the excellence and craftsmanship that distinguishes our products requires maintaining the **highest national and international standards of quality, safety, social responsibility, and environmental stewardship** by ourselves and our strategic partners.

We commit to selecting our suppliers, *façonisti*, and external collaborators and defining purchasing conditions based on their **professionalism**, adhering to principles of objectivity, competence, transparency, fairness, quality, and cost-effectiveness.

In our relationships with suppliers and *façonisti*, we require them to adhere to the principles, values, and conduct rules characterizing our Group, to ensure **ethical and correct behavior that respects Creation and individuals**.

We equally commit to **monitoring and promoting sustainable practices throughout the entire value chain**, aimed at protecting fundamental human rights, recognizing the dignity of labor and fair wages, and developing and economically supporting artisanship.

### 3.3. Moral Sustainability

*«Every single day I try to pay the utmost attention to ensuring that earnings are in line with the morality of my entrepreneurial business and with the high quality of my product»*

(Brunello Cucinelli, Our Idea of Humanistic Capitalism and Human Sustainability, Corporate website)

Work, which began with humanity and has evolved alongside the history of humankind, must not become separate from humanity. The well-known quote by Terence, “nothing human is alien to me”, contains the core of our idea of dignity: the humanity of work must be recognized and given value in all cases and all situations for each human being involved.

As the creators of the fruits of their responsible dedication, those who work produce value, and this value is always deserving of recognition in a moral sense, and at the same time, a fair economic reward.

For this reason, we aim to ensure moral and economic dignity for work, which, in turn, helps to affirm and elevate human dignity.

The promotion of **dignity** and **well-being among people** is the commitment we make to our human resources.

We believe in the importance of sharing a robust and deeply rooted corporate culture that places the **human being at the center of every process and context**, to guarantee total respect and full promotion of human rights both internally and externally to the company, where everyone can see their **competencies and personalities valued and recognized**.

Respect for laws, honesty, transparency, fairness, and good faith guide every action, as well as the definition of our objectives to contribute to creating sustainable development.

We commit to promoting and respecting the principle of **diversity** and its correlative values of **equity** and **inclusion**: meritocracy and recognition of fair wages without distinction - based on defined roles, responsibilities, and delegations - are the instruments through which we pursue and fulfil these values.

To this end, we have developed and shared our **Diversity and Inclusion Policy** globally with all collaborators, designed to promote respect, listening, and growth of all human resources, valuing

their **gender identity, age, different physical and psychophysical abilities** - visible or invisible - their **sexual orientation, diverse cultures, nationalities, socio-economic origins, ethnicities, and religions**.

We place utmost attention to the **privacy of each individual** and the **protection of sensitive data**, in total compliance with current regulations. Our priority is to safeguard privacy, which corresponds to harmony between public and private life - the most precious guarantee that our intimacy can be fully protected and that our social existence unfolds with the deepest respect for human dignity. It is furthermore our duty to ensure the **health and safety** of each person everywhere the Group operates, at the same time guaranteeing appropriate conformity, healthiness, and beauty in our workplaces.

### 3.4. Spiritual Sustainability

*«I like to think that there is a sustainability of matter and a sustainability of spirit. The former is the one we keep most under scrutiny, and rightly so, because to lack control of material things is not acceptable. But at the same time, I believe that spiritual values, while sometimes appearing less immediately to the senses, are no less compelling or important for the health of the human person, and for this reason I consider their sustainability as vital as that of matter»*

(Brunello Cucinelli, Our Idea of Humanistic Capitalism and Human Sustainability, Corporate website)

We support our grand project for a great future: protecting universal working conditions for human beings.

We operate with the conviction that promoting human wellbeing requires ensuring a proper balance between work and leisure, defined by Chairman Brunello Cucinelli as "time of the spirit", dedicated to the individual, during which each person must have the opportunity to exercise their right to disconnection; simultaneously, we commit to ensuring that everyone's operational activities occur within carefully curated and beautiful workplaces, also considering the diverse physical and mental abilities present.

The care devoted to the aesthetics of both internal and external spaces ensures that each collaborator can, during the workday, lift their eyes and gaze at the external park and the sky of our territory. Our "beautiful factory", conceived far from the traditional factory image we were conditioned to imagine, thereby becomes a place capable of offering workers improved conditions of personal wellbeing, where an atmosphere of mutual respect and esteem generates responsibility that in turn produces greater creativity.

### 3.5. Technological Sustainability

*«Like many inventions that have accompanied human history of mankind and facilitated progress, I like to think of artificial intelligence as a new handmaiden that accompanies human beings to inspire and renew their genius and creativity; I imagine this new reality as similar to a breath that can revive the vital fire of our human mind»*

(Brunello Cucinelli, Letter on Artificial and Human Intelligence, Corporate website)

Technology has been humanity's faithful companion since antiquity, a gift of Creation. To use it respectfully and profitably, Humanity must study it with care and respect, while remaining attentive not to allow it to steal the soul bestowed by Creation. Undoubtedly, in the past, we have guided the significant development of many innovations, seeking balance in our relationship with them. Throughout centuries, harmony has often been established between technological innovations, human nature, and Creation: it is to this harmony that we all aim, consistently pursuing innovation as an instrumental element for achieving continuous and healthy development.

Our Group has undertaken the mission of identifying ideas that can unite humanism and technology. We wish to invest in and, hopefully, support the growth of projects that marry technological development ideals with respect for human beings and Creation, drawing inspiration from great thinkers of the past.

We are aware of the necessity to have the courage to embrace change and pursue new research, because by not accepting changes, we would lose all the good inherent within them.

### 3.6. Human Relations

*Ensuring each stakeholder receives the value created by our company*

One of the cornerstones of our working method- and even more fundamentally, our corporate philosophy - is the value of sharing.

Just as we are accustomed to sharing impressions about a garment's potential to best express the Brand's taste, we consider it an amicable and highly profitable practice to attribute value to every entity involved in the production chain.

Value itself grows precisely at the moment it is shared, that is, when all those who have contributed to its fulfillment, to one degree or another, share it.

*Human Sustainability* inspires our moments of dialogue, communication, and engagement, with the intent of making each stakeholder feel an integral part of the Group. Listening and participation are indispensable to creating **stable and lasting human relationships**. We have therefore developed the "**Human Relations**" Policy, whose objective is to share principles and values guiding dialogue with stakeholders, stakeholders, orient in the ways we engage with them - which may vary depending on the categories of stakeholders involved - and identify the company departments responsible for the engagement process and related reporting.

Our stakeholder dialogue reflects the Brand's principles and values. Long-term relationship creation is supported by an **informative and cooperative approach** across all value chain stages.

We are committed to listening, understanding, and taking on the needs and requests of our gracious co-workers and partners through formal and informal opportunities for dialogue that enable us to gather their viewpoints and receive feedback that is invaluable for the Group to grow in a pleasant, sustainable way.

Dialogue opportunities are inspired by the following principles:

- **The importance of personal, human relationships**, in line with the primary importance of the human being, the foundation of our company philosophy;
- **A solid cooperation between the Group and its stakeholders**, recognizing the contribution that each one can make to our strategy, thus generating shared value over the long term;
- **Guaranteeing that stakeholder expectations are met** so as to progressively increase their trust in the brand;
- **The right of stakeholders to be informed in a timely and accurate manner** with regard to the Group's decisions, actions, initiatives, and projects;
- **The importance of feedback** on what has emerged during discussions.

In this way, the human relationships created with our stakeholders will allow them to participate in the life of the company, feeling a part of it, becoming involved in operations and building opportunities for a reciprocal **exchange of values and knowledge**.

We have developed **specific channels and means of dialogue** for each type of stakeholder with whom we engage so as to guarantee an exchange capable of grasping the unique nature of each of these relationships, **considering the plurality and diversity of the interests involved** and ensuring a process of **inclusive engagement**. Likewise, we are committed to regulating the relationships created, as well as the development of new ones, so as to ensure **increasingly extensive, frequent, and transparent interactions** with each of our stakeholders.

In ensuring our interactions are always gracious, responsible, and constructive with regards to the needs of those in contact with the Group, our commitment also extends to the event in which negative evaluations and complaints are registered by our stakeholders, whether internal or external: it is our responsibility to address them and resolve them as quickly as possible, encouraging an open dialogue and demonstrating our willingness to work towards constant improvement.



## 4. GOALS, IMPLEMENTATION AND PROMOTION OF THE POLICY

The implementation of the *Human Sustainability Policy* (hereinafter also "Policy") is transversally and homogeneously taken on by all company functions worldwide and is mandatory internally throughout the Group and, externally, in relations with third parties.

The Council for Human Sustainability and for Humanistic Capitalism is directly responsible for the implementation, coordination, monitoring and updating of the contents of this Policy. The sustainability working team (*Human Sustainability Team*) has a propulsive and advisory role with respect to the application, management and dissemination of the Policy, ensuring its consistency with the Sustainability Plan, internal policies in force and the Group's sustainability projects.

The Board of Directors is responsible for approving this policy.

We take care to promote and ensure the widest dissemination of the *Human Sustainability Policy* and periodically dialogue with stakeholders regarding the implementation of the present policy and any changes made to it.

Any conduct, whether active or omissive, that proves to be inconsistent with the provisions of this Policy may be reported, anonymously or nominally, to the email address provided for by the Whistleblowing Procedure pursuant to Law 24/2023<sup>2</sup>.

All recipients of the Policy also have the possibility to inquire about its contents and interpretation or discuss its implementation through the e-mail channel dedicated to the Group's sustainability projects: [humansustainability@brunellocucinelli.it](mailto:humansustainability@brunellocucinelli.it).

### 4.1. Goals of the Policy

The Group's *Human Sustainability Policy* therefore aims to convey to all our esteemed interlocutors the concept of "fairness", i.e. a pertinent, innovative, timely, far-sighted, respectful and harmonious approach towards Creation and humanity. It is expressed in the **fair profit**, defined by a balance between profit and giving back, in the **fair work** and **fair salary** without any difference, in the **fair consideration for respecting and developing the local area**, in the **pleasant relations with suppliers**, in the **fair privacy** and in human relations.

Our Human Sustainability policy would like to reflect these commitments and give proof of the foundations that support them, defining the guiding principles and hoping to spread this culture and the same values that characterize it among all our collaborators and partners.

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<sup>2</sup> [https://investor.brunellocucinelli.com/yep-content/media/WB\\_Brunello\\_Cucinelli\\_-\\_procedura\\_e\\_informativa\\_trattamento\\_dati\\_personali.pdf](https://investor.brunellocucinelli.com/yep-content/media/WB_Brunello_Cucinelli_-_procedura_e_informativa_trattamento_dati_personali.pdf)

## 4.2. Recipients and range of application

In order to allow the widest awareness and knowledge of the ideals and values that animate *Human Sustainability*, in drafting this Policy we consider as its recipients all those who operate in the name and/or on behalf of the Group or in its interest. We thus address the values, principles and commitments set out here to the universality of our stakeholders - internal and external - including, by way of example: corporate boards and their members, human resources, collaborators, raw material suppliers and façonisti, consultants and all our other partners.

We take care to promote the maximum knowledge of the Policy to all its recipients, through periodic and transparent communication tools, training and awareness-raising.

The Policy must be brought to the attention of all stakeholders, including all employees of each Group Company, through appropriate communication channels, including publication on the company website and intranet, and translated into the relevant languages to ensure effective dissemination. Once duly informed, all stakeholders are required to comply with the principles contained therein.

We also ask all recipients to observe and, as far as their competence is concerned, to enforce the principles and values contained within the *Human Sustainability* Policy and to support us in achieving our Commitments.

## 4.3. Frequency of updates

In order to ensure the right effectiveness and consistency of what is established by the *Human Sustainability* Policy, the Group undertakes to keep it up to date over time, in line with the developments and challenges that will arise during its implementation and dissemination and in accordance with the progressive implementation of the Sustainability Plan (for more information, see Section 5 of this Policy).

## 4.4. External references

- United Nations General Assembly resolution 217A (III), Universal Declaration of Human Rights, A/RES/217(III) (10 December 1948).
- United Nations General Assembly resolution 70/1, Transforming our World: the 2030 Agenda for Sustainable Development, A/RES/70/1 (25 September 2015).
- United Nations Framework Convention on Climate Change, Paris Agreement, CP/2015/10/Add.1 (13 December 2015).
- United Nations Global Compact, The 10 Principles (24 June 2004).

- Organization for Economic Co-operation and Development, OECD Guidelines for Multinational Enterprises (25 May 2011).
- International Labour Organization, Conventions on fundamental rights and principles at work.

## 5. THE SUSTAINABILITY PLAN

To ensure an ever-increasing integration of the aspects of Harmony with Creation and Human Sustainability into the company's strategy and management, the company has a strategic Sustainability Plan.

In March 2021, the Company's Board of Directors had approved the Group's first strategic Sustainability Plan, entitled "The New Time", containing qualitative objectives.

During the 2022 financial year, the Plan was updated through the new 2022-2028 Sustainability Plan of the Casa di Moda, entitled "In Harmony with Creation", approved by the Board of Directors. This second edition allowed us to move from an exclusively qualitative Plan to a strategic Sustainability Plan built on the basis of short, medium and long-term quali-quantitative objectives and targets.

During 2024, the structure of the Plan was enriched with all forms of sustainability and the objectives were updated and approved by the Board of Directors.

Below is the infographic that describes the structure of our Sustainability Plan.

Our Sustainability Plan						
THE FORMS OF HUMAN SUSTAINABILITY	ENVIRONMENTAL SUSTAINABILITY	ECONOMIC SUSTAINABILITY	CULTURAL SUSTAINABILITY	SPIRITUAL SUSTAINABILITY	MORAL SUSTAINABILITY	TECHNOLOGICAL SUSTAINABILITY
<p>"OUR ENDURING IDEALS OF LIFE AND WORK"</p>	<p><b>POINT II:</b> <i>We do not use more resources than is necessary and natural. We make careful use of the universe.</i></p> <p><b>POINT III:</b> <i>We always act as loyal and affectionate guardians of Creation.</i></p>	<p><b>POINT V</b> <i>During work we support fair profitability and harmony between profit and giving back to the community.</i></p>	<p><b>POINT VIII</b> <i>We believe in the universalism of the world and act with great respect for all civilizations.</i></p>	<p><b>POINT I</b> <i>We believe in the universalism of the world and act with great respect for all civilizations.</i></p> <p><b>POINT X</b> <i>We believe in the universalism of the world and act with great respect for all civilizations.</i></p>	<p><b>POINT IV</b> <i>We believe in the moral and economic dignity of the human being.</i></p> <p><b>POINT VI</b> <i>We seek harmony between fair work and human privacy.</i></p> <p><b>POINT VII</b> <i>We commemorate our forefathers. They taught us to respect the law, and our story is written in their words.</i></p>	<p><b>POINT IX</b> <i>We accept the right changes to live the best part of our times.</i></p>
OUR SIGNIFICANT TOPICS	<ul style="list-style-type: none"> <li>• Combating climate change</li> <li>• Procurement and management of raw materials</li> <li>• Regenerative approach</li> <li>• Sustainable supply chain management</li> </ul>	<ul style="list-style-type: none"> <li>• Brand identity</li> <li>• Quality and craftsmanship Made in Italy</li> </ul>	<ul style="list-style-type: none"> <li>• Support for region and local communities</li> </ul>	<ul style="list-style-type: none"> <li>• Dignity and beauty in workplaces</li> </ul>	<ul style="list-style-type: none"> <li>• Diversity, inclusion and equity</li> <li>• Health and safety</li> <li>• Protection of human rights and dignity of work</li> <li>• Governance</li> <li>• Ethical business management</li> <li>• Human Privacy</li> </ul>	<ul style="list-style-type: none"> <li>• Digitalization and technological innovation</li> </ul>