

GUCCI

HEALTH &
SAFETY POLICY

GUCCI

OUR COMMITMENT TO PEOPLE'S HEALTH AND SAFETY

Gucci, in accordance with its Corporate Sustainability & Responsibility Policy, is committed to enhancing its efforts in the field of health and safety, in accordance with international standards. In order to ensure a balance between our activities and the need to safeguard human health and the environment, and aware of the importance of the creation of a Management System compliant with OHSAS18001, Gucci is committed to:

- acquiring and structuring an in-depth knowledge of the operational processes in order to evaluate risk;
- assessing risks related to the worker's health and safety and taking steps to minimise such risks by providing, in this regard, a safe place in which to work;
- consulting, training and properly informing the staff;
- carrying out its activities in accordance with and in compliance with applicable law;
- monitoring changes in health and safety laws, adapting to the requirements indicated therein within the established deadlines;
- developing procedures that make it possible to identify the potential risks to be considered in the course of the activities; assessing the risk of accident and providing evidence that reasonable steps have been taken to reduce risk through adequate technical and economic solutions;
- ensuring that this Policy is understood, implemented, supported and disseminated throughout the company by means of effective instruments;
- implementing systems and processes to comply with regulations and applicable laws;
- controlling operational processes to improve cross-functional communication aimed at reducing errors, defects and potential risks;
- improving processes through potential technological solutions;
- disseminating the Health and Safety Policy, clarifying and assigning specific tasks and activities;
- formally defining measurable objectives and improvement programmes evaluated periodically as part of the Management Review.

When adopting and implementing the Corporate Sustainability & Responsibility Management System and the Health and Safety Policy, all Gucci brand companies worldwide commit to fulfilling the following objectives:

- gradually reducing accidents and injuries;
- periodically checking substances used in the production process and replacing them with chemicals having less impact on workers' health and safety;
- gradually reducing the number of 'near misses';
- improving internal communication and levels of work-related stress;
- continuously raising suppliers' awareness of workplace health and safety requirements;
- monitoring the effectiveness of staff training.