

GUCCI

SUSTAINABILITY AT GUCCI



“We are building authentic value  
across our business  
and in the wider world – for people,  
for climate and for nature.”

*Marco Bizzarri President and CEO at Gucci*





SUSTAINABILITY AT GUCCI

# ABOUT GUCCI

More than **20,000** employees

Indirectly in our supply chain **17,953** average number  
of employees (full-time)

**483** directly operated stores

**€7,441** billion in revenue in 2020

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# SUSTAINABILITY STRATEGY

Our long-term efforts to design a more sustainable business model was amplified in 2015 when we first announced our 10-year **“CULTURE OF PURPOSE”** SUSTAINABILITY STRATEGY, underpinned by a series of targets to achieve by 2025.

These targets drive us forward every day to generate positive change for people and planet.



EQUILIBRIUM

## GUCCI EQUILIBRIUM

GUCCI EQUILIBRIUM IS OUR COMMITMENT TO GENERATE  
POSITIVE CHANGE FOR **PEOPLE** AND OUR **PLANET**.

Powered by creativity and collaboration, we are reducing our environmental impact and protecting nature, while also prioritizing inclusivity and respect, so that everyone in our global #GucciCommunity is free to express their authentic, diverse selves.

As we celebrate our 100th anniversary, we are moving forward into the coming decades with an ongoing commitment to reinforce our culture of purpose, demonstrating our values through innovative pathways towards social and environmental sustainability.

Gucci Equilibrium unifies the principles we uphold and the actions we pursue to treat our world and each other better, for our collective future.



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# PEOPLE

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# PEOPLE

## OUR FOCUS:

- Promoting **diversity and gender parity**
- Contributing to **positive social impact**
- Ensuring high social and environmental standards in our **supply chain**
- Providing an **inclusive and caring working environment**
- Protecting our heritage, investing in **craftsmanship** and future talent



# PROMOTING DIVERSITY & EQUITY

## GLOBAL EQUITY

- Established a **Global Equity Board** to reinforce DE&I in our global People strategy
- Appointed a **D&I Committee** as part of the Global Board that works to ensure the Board's strategy is executed at all levels of the company

## D&I ACROSS COMPANY POPULATION

- Increasing diversity at the management level: 57.3% female management as of June 2020
- Opportunities for disabled people
- Started analyzing gender pay parity in several countries

## EDUCATING EMPLOYEES

- Unconscious Bias Training for more than 5300 employees worldwide totaling more than 10,000 hours in training



# CHIME FOR CHANGE & GENERATION EQUALITY

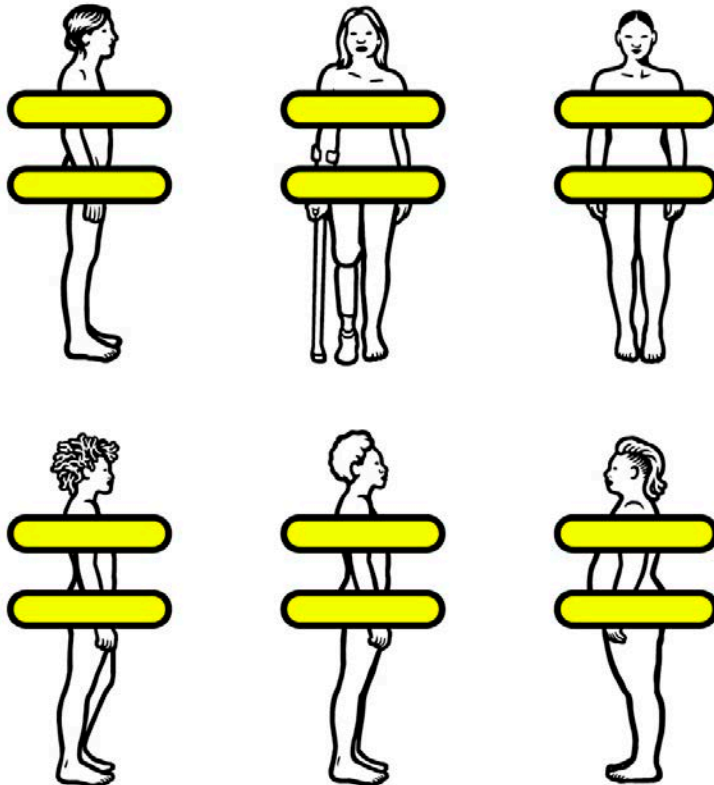


## CHIME FOR CHANGE

- Over \$17.5m raised to support gender equality projects and advocacy since 2013
- Funded 442 projects with 162 partners in 89 countries worldwide
- More than 590,000 girls and women have benefited directly from CHIME FOR CHANGE projects with non-profit partners, additionally reaching more than three million family and community members
- In 2020, we supported over 80 grassroots organisations through nine non-profit partners around the world, directly impacting 28,379 women and girls

## GENERATION EQUALITY

- Gucci joined UN Women's Generation Equality Forum to mobilize a global community for gender equality
- Gucci is the private sector lead on the Feminist Movements and Leadership Action Coalition



# GUCCI CHANGEMAKERS

## HIGHLIGHTS:

- **Launched in 2019**, the Gucci Changemakers Global Volunteering programme allows every Gucci employee to devote up to 32 hours of paid leave annually to volunteer with NGOs
- Supported over **250 non-profit organisations**, organised more than **2,000 volunteering activities** and registered more than **1,800 volunteering applications** by our employees
- Announced a multi-year \$5 million Changemakers Fund and a \$1.5 million scholarship programme in North America in 2019 to create opportunities for diverse talents
- Gucci Changemakers North America Impact Fund recipients, positively impacted the lives of more than **52,000 people** across the 12 changemakers' cities





# GUCCI ÉCOLE DE L'AMOUR



Launched in 2018, GUCCI ÉCOLE DE L'AMOUR passes on craftsmanship skills and is hosted in Gucci ArtLab

- **Craftsmanship School** (Scuola dei Mestieri)
- **Factory School** (Scuola di Fabbrica)
- **Technical Academy**

# SUPPLIER GREEN FINANCING

## HIGHLIGHTS:

- Gucci set up green financing with Intesa Sanpaolo bank as a first in Italy
- Provides suppliers with access to quick, low interest loans to help them transition toward sustainable and inclusive practices
- Represented the next step in our Sviluppo Filiera program launched during the pandemic to support our suppliers
- More than 36% of our suppliers in Italy used this Covid relief financing equalling over €230 million in loans in the first 12 months



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# PLANET

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# AVOIDING & REDUCING OUR FOOTPRINT

TARGET	BY 2025	IN 2020
Reduced total environmental footprint	-40%	-44%
Reduced GHG emissions	-50%	-47%
Renewable energy	100% (by 2022)	93%
Traceable raw materials	100%	95%
Certified paper and wood-based products	100%	100%
Single use plastic in BtoC and BtoB	Eliminate	
Sustainable processes and materials (regenerated, organic, recycled, bio-based)	Maximize	
Kering Standards and Fashion Pact targets	Align	



# SUSTAINABLE PROCESSES

## HIGHLIGHTS:

- **93%** renewable energy worldwide, **100%** in 41 of the 49 countries we are located in so far
- Gucci Scrap-Less programme
- Metal-free tanning since 2015
- Over 30 LEED-certified sites worldwide (corporate and stores)



## EMBEDDING CIRCULARITY



### HIGHLIGHTS:

- Ramping up recycled and regenerated materials
- Gucci Off the Grid first collection in Gucci Circular Lines
- Gucci-Up programme equaling 27 tons of reusable leather scraps from 2018 and 2020
- Avoided 1 million new boxes for our accessories equaling 90 tonnes of plastic with our 'Take Back' programme in 2020
- Gucci Vault and vintage pre-loved



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## SUSTAINABLE INNOVATION

### DEMETRA

Gucci's new animal-free eco-friendly material



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# PROTECTING & RESTORING NATURE

## NATURE-POSITIVE CLIMATE STRATEGY

- Gucci has been carbon neutral in our own operations and entire supply chain since 2018
- In 2021, we went beyond carbon neutrality towards a nature-positive approach which protects and restores critical forests and mangroves, while also investing in regenerative agriculture within our supply chains.

## NATURAL CLIMATE SOLUTIONS PORTFOLIO

1. Conserving critical forests and biodiversity
2. Restoring and protecting mangroves
3. Improving land management through regenerative agriculture



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# DRIVING REGENERATIVE AGRICULTURE

**We are driving a broader, long-term strategy for regenerative agriculture, with the aim to source regenerative raw materials for our collections.**

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**Discover our 2020 GUCCI EQUILIBRIUM IMPACT REPORT**

<https://equilibrium.gucci.com/impactreport/>



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THANK YOU

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