



SUSTAINABILITY POLICY

SAVE THE DUCK S.P.A.

The future is very open, and it depends on us, on all of us. It depends on what you and I and many other men do and will do, today, tomorrow and the day after tomorrow.

(Karl Popper)

FOREWORD

It comes natural for Save The Duck to promote a new business culture, which creates positive impacts for people and the environment while respecting the rhythms of the Planet.

We address to a community of people who aspire to a sustainable world without cruelty to animals, where our duck becomes the symbol of a commitment and the manifesto of a change that aims to respect and value people, the environment and animals.

COMMITMENT

We want to play an active role in supporting the transition to a more sustainable economy and society.

To generate positive change globally, we have defined our principles and values, the implementation of which is a daily commitment for us as well as for all those who work with Save The Duck.

Consistent with our mission, we have changed the Company's statute, becoming Società Benefit, which is typical of those companies that voluntarily and formally choose to produce social and environmental benefits while achieving their profit results.

Our further step towards change has been becoming the first Italian fashion company to obtain B Corp certification and embracing the guidelines of this movement.

B Corp are companies that together aim to spread a more evolved business paradigm that goes beyond the profit goal and continuously innovate to maximize their positive impact on employees, communities in which they operate, the environment, and all stakeholders.

At Save The Duck, we are also committed to contributing through our day-to-day operations to the achievement of the 17 Sustainable Development Goals (SDGs), as set forth in the General Assembly of United Nations of September 25, 2015. These objectives indicate the global priorities to be achieved by the year 2030 and define an integrated action plan for people, the Planet, prosperity and peace.

To further strengthen our commitment, we participate in the United Nations Global Compact (UNGC) initiative, which encourages businesses around the world to act in the areas of human rights, labour standards, environmental protection and anti-corruption to promote a healthy and sustainable global economy that ensures everyone has the opportunity to share the benefits.

PRINCIPLES

At Save The Duck we take care of the environment and all its inhabitants, promoting a business model that is transparent and attentive to the responsible management of resources.

The principles by which we are inspired guide our actions towards the goals we aim to achieve, through a process of continuous improvement.

WE RESPECT ANIMALS

Our commitment originates from Save The Duck DNA and continues with the choice to be 100% animal cruelty free: to do not use any component in our garments that may have caused suffering or damage to any animal.

WE CARE FOR PEOPLE

All the people involved in Save The Duck sphere share the same ethical values, from internal staff to the supply chain, right down to the final customer. At Save The Duck we recognize the centrality of people's contribution to the realization of our projects and the generation of positive impacts on people and the Planet.

WE LOVE NATURE

Nature is our source of inspiration. Everything we do impacts on the ecosystem, so we are constantly looking for new ways to improve the way we work for environmental protection and pollution prevention.

VALUES

As defined in the Code of Ethics, all our activities are carried out in compliance with the law, with honesty, protection and respect for people and human rights, integrity, impartiality, transparency, prudence, trust and sharing.

Our Sustainability Policy aims to define the key values to be followed, with particular reference to below priority guidelines:

- Protection of Human Rights
- Diversity and inclusion
- Environmental protection
- Anti-corruption

This Policy applies to all partners, employees and third party contractors in all countries around the world who work with and for Save The Duck.

In addition to complying with the obligations of the laws in force, we are also committed to follow the principles set forth in our Code of Ethics, the Code of Interdependency for the Supply Chain and the Organization and Management Model pursuant to Legislative Decree 231/01.

Protection of Human Rights

Respect for Human Rights is an essential requirement in our development processes. We protect and promote these rights in our activities, in the management of relationships with customers, suppliers and business partners, as well as in relations with our employees.

We develop trusted relationships for mutual benefit with suppliers, customers and partners and ensure that our counterparts guarantee respect for Human Rights. We are committed to requiring compliance with these principles set forth in the Code of Interdependency for the Supply Chain from all our suppliers and partners.

All employees are guaranteed equal opportunities without any discrimination based on age, gender, sexual orientation, marital status, religion, language, ethnicity, disability, pregnancy, maternity or paternity status, political opinions, personal beliefs or any intimate characteristic of the human person.

We safeguard the right and freedom of association and collective bargaining. We promote responsible and conscious health and safety behavior according to the highest standards and in full compliance with local and international legal obligations, both internally and along the value chain.

We consider unacceptable any forced and child labor, any kind of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace. We are committed to ensuring respectful and favorable working conditions in all the realities with which we work.

Diversity and Inclusion

We encourage the spread of an inclusive culture to promote freedom of thought and creativity.

The enhancement of gender and diversity of thought creates cultural enrichment and strengthens the sense of belonging; this is why it is protected and encouraged, so that everyone is treated fairly and can be free to express themselves and grow personally and professionally.

To further promote the inclusiveness dimension, we signed the Women's Empowerment Principles (WEPs), a set of principles that offer guidance to businesses on how to promote gender equality and empower women in the workplace, in the marketplace and in the community. Established by UN Global Compact and UN Women, the WEPs are based on international labour and human rights standards and recognize that enterprises play a crucial role in the recognition of gender equality and women's empowerment.

We consider it essential to prevent any undesirable behavior, expressed in all its forms, visible or invisible, with the purpose or effect of violating the dignity and freedom of an employee and creating an intimidating, hostile, degrading, humiliating or offensive climate.

Environmental protection

Environmental protection is a fundamental pillar of Save The Duck corporate culture.

Our business decisions balance the economic demand with the need to preserve the primary resources of human well-being, protecting biodiversity and contributing to the fight against climate change.

We are committed to measuring, monitoring and reducing our environmental impacts, through appropriate control actions and we adapt our strategic choices with a view to continuous improvement.

Fight against corruption

Ethics and integrity in managing stakeholder relations are cornerstones of our way of doing business.

We operate in compliance with the laws and regulations in force and we implement our Code of Ethics and the Organization and Management Model pursuant to Legislative Decree 231/01 to prevent and oppose to corruption and illegal practices.

We do not tolerate any kind of corruption and unethical behavior, as they represent a slowdown on development.

HOW TO APPLY, SPREAD AND UPDATE

We are committed to spreading the principles presented in this document both inside and outside the Company.

We publish an annual report where we disclose the actions taken and the results achieved in sustainability. This sustainability report is drawn up in accordance with international standards and communicates our results in a clear and transparent manner to all our stakeholders and is available at:

https://www.savetheduck.it/it_it/sustainability-report.

The Board of Directors oversees the definition of the guidelines of this policy and periodically reviews, update and approve it.

This policy has been approved by the Board of Directors on December, 23th 2020.



WE RESPECT ANIMALS.

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