

SAVE THE DUCK



2020

SUSTAINABILITY REPORT

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Dear Readers,

it is with great pleasure that I present to you the third edition of **Save The Duck Sustainability Report**, a document that relates on our commitments and steps towards the ambitious challenge of sustainability. We were born with the aim of safeguarding animal welfare, as embodied by the very name of our Company: **"Save The Duck"**.

Over the years we have broadened our horizons and extended our contribution to respecting the environment and the Planet, People who live on it and the ecosystems that make it up, promoting the application of the principles of sustainable development.

With this in mind and in this spirit, in 2019 we reached an important milestone for us: we became **Società Benefit**, committing to operate responsibly, sustainably and transparently towards all of you. We were also the first company in the Italian Fashion System to obtain **B Corp** certification.

2020 was an eventful year, certainly not an easy one, that brought many sorrows to all of us and required great commitment in every area of life. At Save The Duck, we approached the health emergency with a great spirit of responsibility, to support people around us, from employees to partners, from suppliers to the Save The Duckers community.

Throughout this year, we channeled our energies into learning to live with the pandemic and keeping our social and environmental commitments and goals: in 2020, we joined **United Nations Global Compact (UNGC)**, the United Nations global pact that encourages companies to conduct their business responsibly, pursuing the 2030 Sustainable Development Goals, and we adhered to the seven **Women's Empowerment Principles (WEPs)**, to promote gender equality.

The journey towards sustainability is a project shared with all of you, which is every day more integrated into Save The Duck DNA. This year we have reached important milestones also through the formalization of our **Sustainability Policy** and the definition of medium-long term goals that push us to continue this journey respecting animals, loving nature and taking care of our People.

This Report summarizes all the results we have achieved and the concrete commitments we are pursuing.

We were the first **100% animal free** puffer brand and this was only the first step of a much longer journey, a journey we want to take with you: follow us, we will continue to amaze you!

Enjoy your reading,

FOUNDER & CEO

Nicolas Bargi



SAVE THE DUCK DNA

1.1 FROM ITS ORIGINS TO TODAY



1914

THE POWER OF AN IDEA

From the entrepreneurial spirit of Foresto Bargi, **Forest S.r.l.**, was born in Pisa, a small workshop producing garments made with a special water-repellent fabric. In the years that followed, the Company became one of Italy's largest clothing factories.

'60s

A NEW BRANCH

A new branch, called "**Forest Mec**", is founded by his son Cirano. With the aim of reflecting the new collective mood, it offered sweaters, jeans and jackets inspired by American workers' clothing.

'90s

A STRATEGIC CHOICE

Forest S.r.l. opened an **office in China**, a strategic choice for the management and control of its suppliers.

2000

THE REBIRTH

In 2010, Nicolas Bargi takes over the management of the Company and creates **Ganesh** brand.

In 2012, the Company registers **Save The Duck** brand, a high-quality brand offering a wide range of *100% animal free* outdoor clothing.



2014

Alchimia Group acquires a share in **Forest S.r.l.**, contributing to the fortification of the Company in administrative, financial and logistical terms.

2018

Progressio SGR acquires the majority of **Forest S.r.l.**, while **Alchimia Group** exits the shareholding structure.

Save The Duck opens its **first Flagship Store** in Milan, Via Solferino 12, made mainly of innovative and sustainable materials, and launches its opening plan for the coming years.

Forest S.r.l. changes its name to **Save The Duck S.r.l.** in November 2018.

In the latter part of the year, the **APAC** office is opened.



2019

Save The Duck S.r.l. changes its corporate form to **Save The Duck S.p.A.** and, in particular, assumes the corporate form of **Società Benefit**.

Save The Duck becomes the first fashion company in Italy to obtain the **B Corp certification** with a score of 95.



2020

Save The Duck adheres to the **United Nations Global Compact** and commits to report annually on progress against the **10 Principles** of Social Responsibility in a **Communication on Progress**.

Save The Duck also adheres to the **Women's Empowerment Principles (WEPs)** for the promotion of gender equality along the value chain.

In the latter part of the year, the **US** office is opened.

We are present in **32** Countries in the world

We have **4** offices: Italy, China, Hong Kong and USA

We have **4** flagship stores: Milan, Venice and Hong Kong

Who we are

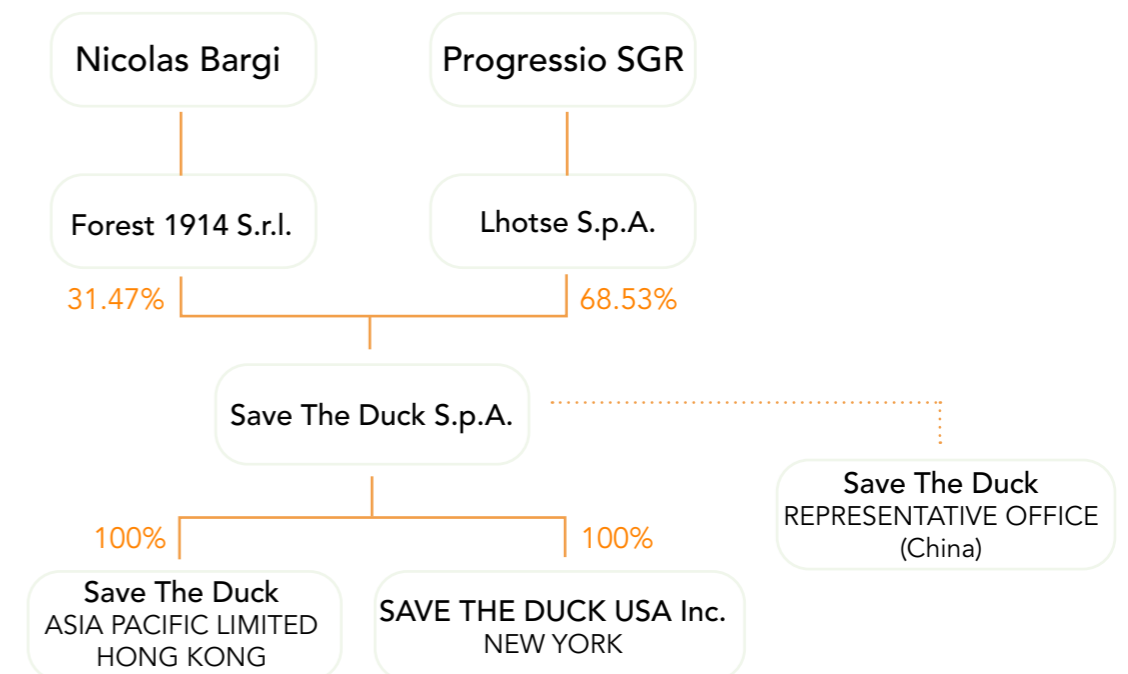
Export share reached **50%** of sales thanks to a selected network of *wholesale* shops

We are a SOCIETÀ BENEFIT

Since 2019 we are *Società Benefit* and *B Corp certified*, we became part of a movement of companies with different backgrounds and sizes, but all ready to join forces towards a common goal: **to be protagonists of global change, creating a positive impact on society and the planet through business.**

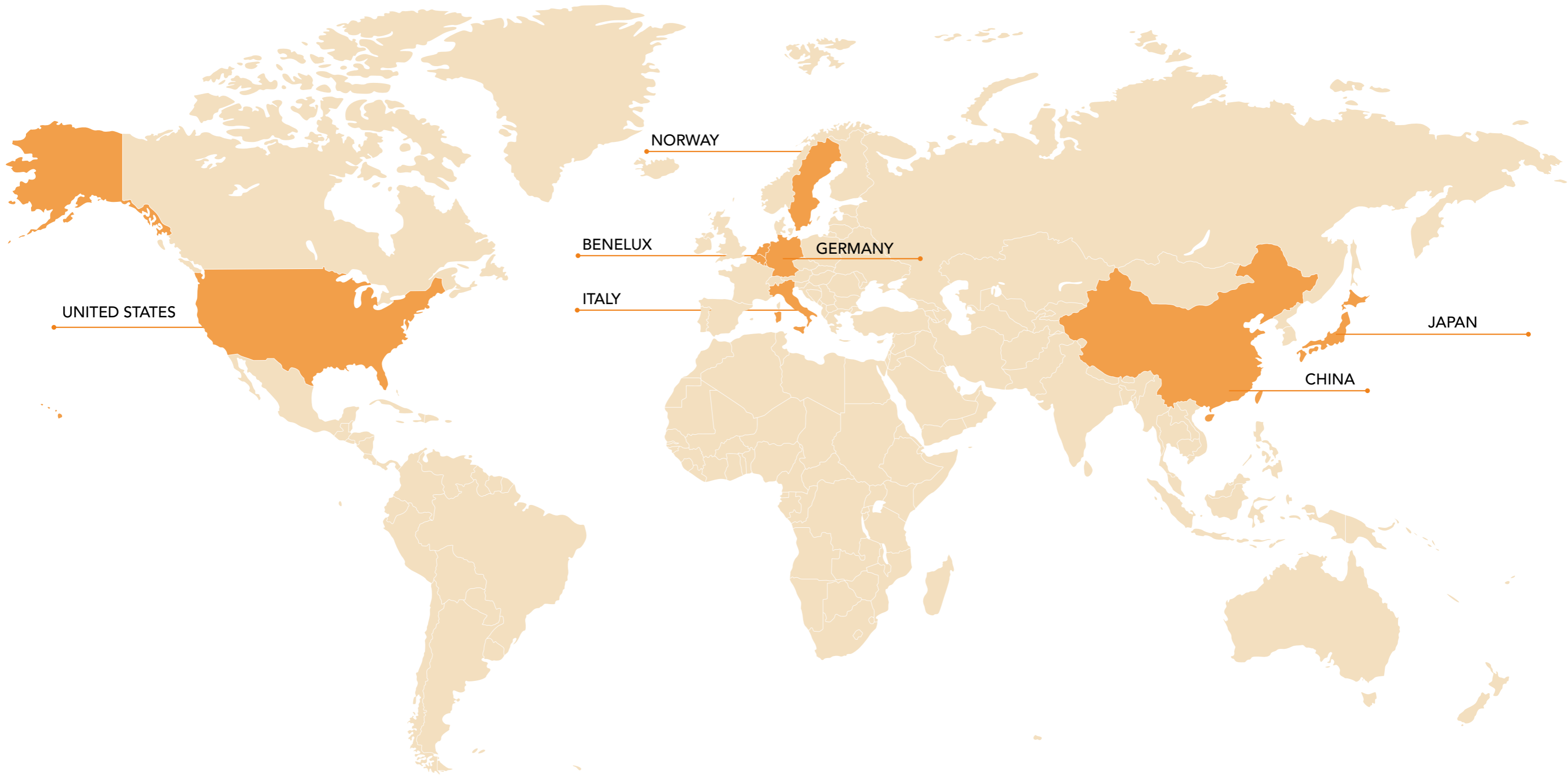
Worldwide: **3,800+** B Corp certified companies
4,000+ Società Benefit

Our Corporate Structure and shareholders



In 2020, a new wholly-owned operating subsidiary was established in the U.S. to manage sales in the United States and Mexico.

MAIN MARKETS SERVED





OUR 2020

This past year was deeply marked by the ongoing Covid-19 pandemic. The first months of 2020 have been complex: the border blockade with China and the closure of our suppliers' factories slowed down and put a strain on our business. However, with revenues of around €35,7 million in 2020 and the production of more than 660 thousand garments (under our Save The Duck and Ganesh brands), despite a drop of around 6% in sales compared to 2019 performance, we have shown **resilience** by ensuring the continuity of our activities and putting the safety of our People first.

In this uncertain and unpredictable situation, we have made available, from the outset and where possible, the necessary tools for remote work. Our Italian and Chinese office's employees, who were forced to stay at home, showed extraordinary adaptability and allowed the Company and its activities to continue.

The pandemic has shown us how weak we are in the face of nature, and at the same time how essential it is to stick together in difficult situations. For this reason, during the national lockdown in March and in the midst of the health crisis in Italy, we donated €20,000 to the **Sacco hospital in Milan** to support, in our own small way, the great effort required to our country health system.

In addition, on the occasion of Black Friday, we chose to donate 50% of our sales to **Médecins Sans Frontières**, to support this organization efforts to deal with the health and social emergency that has arisen.

Despite the difficulties, we have not ceased our commitment to actively participate in the B Corp network. Over the years, there have been numerous initiatives with different partners of the community: from our planted forest in collaboration with **Treedom**¹, to the partnership with **Green Media Lab**² company for a profitable strategic consulting activity in the field of communication.

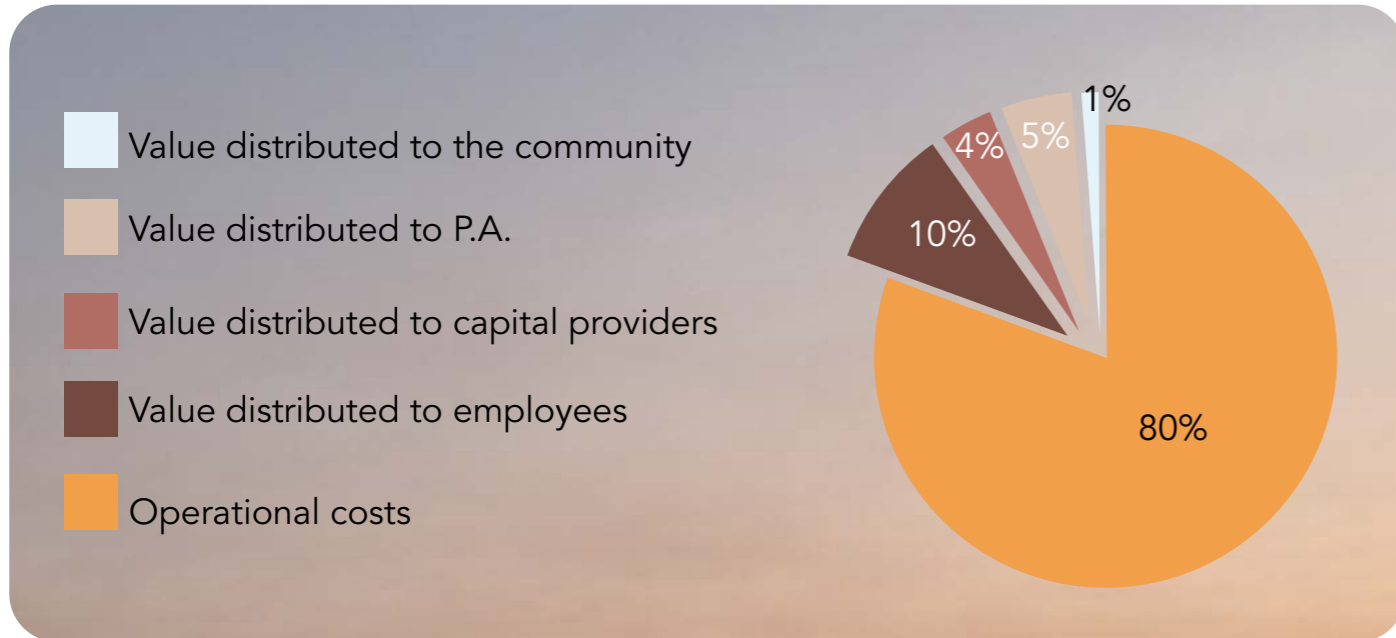
During 2020, we contributed to the conception and development of **#UnlockTheChange**³: a communication campaign launched in September, aimed at increasing the awareness of final users in their daily purchasing choices. We were at the forefront of this campaign, sharing ideas and sponsoring before and during the development of the project. The **#UnlockTheChange** campaign enabled us to raise awareness of the B Corps and their way of doing business in a sustainable, transparent and regenerative way.

1. We planted almost 1,000 trees in 7 countries around the world, for more information: <https://www.treedom.net/it/organization/save-the-duck/>

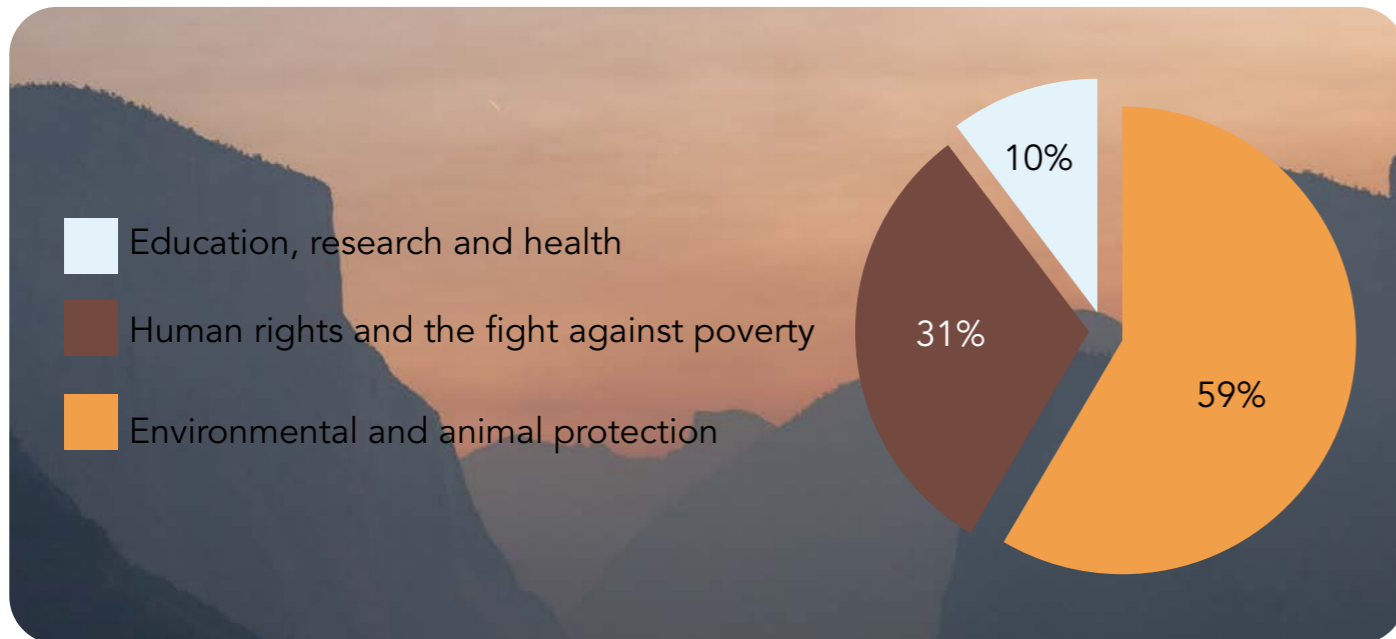
2. Green Media Lab is a Media Relations and Digital Communication Company, specialized in communication activities and strategic consultancy. For more information: <https://www.greenmedialab.com/>

3. For more information, please refer to this link: <https://unlockthechange.it/>

Economic value distributed: € 32.8 mln



Value distributed to the community: € 362,000
Contribution areas



ECONOMIC VALUE GENERATED AND DISTRIBUTED

In 2020, of the value generated (around €35,7 million), 90% of this sum has been distributed to suppliers, employees, Public Administration and Community; no dividends were distributed to shareholders.

In addition, a sum equivalent to about **1% of turnover** has been donated (in cash and in kind⁴) to the numerous organizations and associations we support, with the aim of strengthening and pursuing the objectives expressed by the values and principles represented by the brand.

4. For the purpose of calculating the economic value distributed, donations in kind were valued at net of production cost.

1.2 INTEGRITY, TRANSPARENCY AND GOVERNANCE

In 2020, the Organization, Management and Control Model pursuant to Legislative Decree no. 231 of 8 June 2001 (hereinafter also referred to as Model 231) has been updated, with the aim of making all those who work in the name and on behalf of the Company - with particular reference to those who operate in so-called "sensitive areas" - aware that unlawful conduct is strongly condemned by the Company. Moreover, it allows us to intervene promptly, to prevent or counteract the commission of offences or at least to significantly reduce the damages and to improve corporate *governance* and the Company image.

Reports relating to possible violations of the 231 Model or resulting from conduct that does not comply with the rules of conduct adopted shall be made in accordance with the regulatory provisions on *whistleblowing*.

Reports can be made either by physical mail or by e-mail and addressed to Save The Duck Surveillance Body. In this regard, it should be noted that no episodes of corruption were recorded in 2020.

The main organization and internal control adopted systems are:

- the **Statute**, which contain various provisions relating to corporate governance aimed at ensuring the proper performance of management activities;
- the **Organizational System**, which consists of the organizational structures/positions and areas of responsibility;
- the **Code of Ethics**, which consists of a set of rules of conduct and principles of a general nature, which all internal and external parties who have a direct or indirect relationship with us must comply with;
- the **Code of Interdependence**, which defines the minimum requirements that each supplier must comply with in terms of environmental sustainability, social sustainability and workers' rights, protection of health and safety in the workplace, compliance with the law and business ethics.

Our governance structure is divided into:

Board of Directors:

made up of seven members, one of whom is a woman; this body plays a central role in the corporate governance system, deliberating on transactions of significant strategic, economic or financial importance. The Board of Directors appoints the Chairman and the Chief Executive Officer. The Board is vested with the broadest powers for ordinary and extraordinary management and has the power to take all the actions it deems appropriate to implement and achieve the corporate purposes, excluding only those that the law or the Articles of Association reserve strictly to the Shareholders' Meeting. The Boards of Directors of Save The Duck APAC Limited and Save The Duck USA Inc. are respectively composed of three men;



Board of Statutory Auditors:

responsible for monitoring compliance with the law and the statute, compliance with the principles of proper administration and the adequacy of the Company organizational structure, the internal control system and the administrative and accounting system; it is made up of three regular members and two alternates;

Surveillance Body:

currently consists of two external members and one internal to the Company. They are committed to professionalism, continuity of action, autonomy and independence and fulfil the supervisory functions laid down in Italian Legislative Decree 231/2001.



SAVE THE DUCK CODE OF ETHICS

In support of the corporate philosophy, the Code of Ethics⁵ has been updated in 2020, setting out the general values and principles of business conduct that constantly inspire us.

The Code of Ethics outlines the rights, duties and responsibilities of the Company towards its stakeholders, in economic, social and environmental terms, and expresses a set of rules of conduct that all those who work in the name and on behalf of the Company undertake to comply with. In particular, the **key values** underlying the Code of Ethics are:

- the pursuit of the well-being of human beings;
- the respect for animals;
- the development of sustainability (environmental and social);
- the integrity and respect for the law.

⁵ For more information, please refer to this link: https://storage.googleapis.com/savetheduck/sostenibilita/standard_policies/pdf/4_Codice_Etico.pdf

1.3 COMMITMENT TO A SUSTAINABLE TOMORROW

We are an ethical and smart company, looking to the future, not only to intercept new market trends and transform them into cutting-edge collections, but above all to travel towards the common goal of living in a completely animal cruelty-free world. We design each of our collections to guarantee the creation of environmentally and animal friendly clothing: our products are **100% animal free** thanks to the decision not to use materials of animal origin.

We created our Company, inspired by the concept **"think global, act local"**, and taken up the challenge to contribute with our business to the resolution of global problems, committing ourselves to the development of as sustainable as possible products.

The challenge began with the desire to **"save the ducks"**, today extended and substantiated in the daily commitment to promote the values of sustainability and respect for the environment and the Planet, people who live in it and the ecosystems that make it up. With this in mind, we continue to improve and develop new technologies and eco-sustainable solutions with the aim of creating production processes with reduced impact on the Planet.

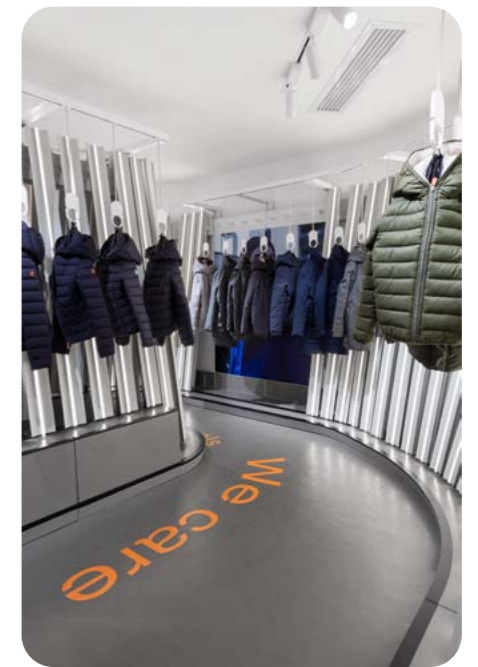
With an eye to the future, we have embarked on a journey to integrate sustainability into the environmental and social aspects of our business model in order to manage the future challenges that all humanity has to face. In 2020, we updated our **Sustainability Plan⁶**, defining medium to long-term goals along three pillars: the care for People, the respect for animals and the love for nature.

6. For more information, please refer to this link: https://storage.googleapis.com/savetheduck/sostenibilita/report/pdf/Piano_di_sostenibilita.pdf

OUR ACHIEVEMENTS

2016 Save The Duck receives the **"PETA Innovator for Animals"** award thanks to its state-of-the-art PLUMTECH® technology.

2018 Save The Duck wins the **Mario Unnia - Talento & Impresa** award in the **"Sustainable Innovation"** category, dedicated to companies that invest in the development of products or services aimed at reducing environmental impact and improving efficiency in the use of natural resources, and receives an award from the no-profit organization PETA UK for Christopher Raeburn's **"Recycle"** collection, the luxury Fall/Winter 2017-2018 capsule signed by the British designer.



2019 Save The Duck is recognized by PETA USA as **"Company of the Year 2019"**. Save The Duck wins a special mention at the 2019 Premio Eccellenze d'Impresa in the **"Growth and Sustainability"** category, dedicated to companies operating in Italy that have distinguished themselves for extraordinary performance, sponsored by Borsa Italiana and organized by Eccellenze d'Impresa, a cultural project born from the partnership between GEA - Consulenti di Direzione, ARCA FONDI SGR and Harvard Business Review.

Our Sustainability Plan

Our engagement for a sustainable tomorrow through our pillars:

WE RESPECT ANIMALS

- We sale 100% animal cruelty free products
- We stand up for animal rights
- We contribute to animal protection



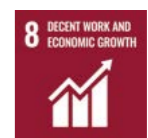
WE LOVE NATURE

- We act for the climate
- We preserve ecosystems
- We improve circular thinking throughout the product life cycle
- We work for a sustainable store concept



WE CARE FOR PEOPLE

- We promote inclusion and trust at work
- We value the growth and the passion of our People
- We promote respect for human rights
- We support our communities





In order to succeed in pursuing our objectives, we are aware that it is important to maintain and constantly renew our **commitment** to sustainable development, to strengthen our **sustainability governance** and to use existing and new **communication** channels to spread our commitment and raise awareness among our **stakeholders**.

With this in mind, and with a view to continuous improvement, in 2020 we committed ourselves to contributing to the achievement of the **17 Sustainable Development Goals (SDGs)** set out in the United Nations General Assembly of 25 September 2015. These goals indicate global priorities to be achieved by the year 2030 and define an integrated plan of action for People, Planet, prosperity and peace. In particular, we have assessed our impact on all 17 UN Goals and selected those on which our business has the most significant impact for us, while aligning them with our sustainability pillars.

In addition, to further reinforce this commitment, we participate in the **United Nations Global Compact (UNGC)** initiative, which encourages businesses around the world to act with respect for human and labour rights, protect the environment and reject all forms of corruption, in order to promote a healthy and sustainable global economy that ensures everyone has the opportunity to share in the benefits. In line with our membership of the UNGC and consistent with the UN Sustainable Development Goals, we have also adhered to the seven **Women's Empowerment Principles (WEPs)** to promote in the private sector gender equality in the workplace, markets and communities.

Given the many commitments made in 2020 and the update of our Sustainability Plan, we felt it was essential to formalize a **Sustainability Policy**, which was approved on 23 December 2020 by the Board of Directors, the body that oversees its implementation and periodically reviews, adjusts and approves it. Within the Policy, we have outlined our commitments and values in relation to four priority areas: **protection of human rights, diversity and inclusion, environmental protection and anti-corruption**.

2020 OUR ENGAGEMENTS

GOAL	STATUS OF PROGRESS
<p>Put into practice the 10 guiding principles outlined by the United Nations Global Compact (UNGC) during the year in order to publish our "Communication on Progress" for the 2020 reporting year.</p>	<p>We drew up this Sustainability Report 2020 so that it could be forwarded to the UNGC as our "Communication on Progress".</p>
<p>Evaluate through the SDGs Action Manager⁷ platform our impacts on the UN Sustainable Development Goals.</p>	<p>We assessed our impacts according to the UN Sustainable Development Goals.</p>
<p>Updating our Sustainability Plan to be fully integrated and consistent with the various internal and external developments that have taken place over the years.</p>	<p>We updated our Sustainability Plan.</p>

7. SDGs Action Manager is the tool for assessing the impact generated by companies in relation to the 17 United Nations Sustainable Development Goals; it is jointly promoted by B Lab and the UNGC. Its purpose is the assessment - free of charge - of corporate performance in the field of sustainability for all business entities that wish to use it.

2021 OUR COMMITMENTS

- Define a **policy** and **action plan** for WEPs.
- Organize initiatives to raise **consumer awareness** about sustainability issues at our flagship stores and/or communication channels already in place.



HIGHLIGHTS 2020

WE RESPECT ANIMALS

More than 20 million ducks saved thanks to our 100% animal free supply.

Exceeded 3,000 interactions on social channels in a single communication campaign aimed at *edu branding*.



HIGHLIGHTS 2020

WE LOVE NATURE

More than 90% of materials certified according to **Oeko-Tex® Standard 100**.

Renewed the car fleet with more sustainable hybrid models.

0.82 kg CO_{2e} per item sold in 2020, down 10% from 2019.



HIGHLIGHTS 2020

WE CARE FOR PEOPLE

30% growth in the number of employees compared to 2019.

76% women in total in 2020.

Zero accidents at work since 2019.

44.8 average hours of training provided per employee.



02

WE RESPECT ANIMALS

Save The Duck was born from the idea of saving ducks.

This commitment has continued with a consistent choice: to be animal cruelty free.

That is, we do not use any component in our garments that may have caused suffering or harm to any animal.

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



2.1 TO PROMOTE A 100% ANIMAL CRUELTY FREE WORLD

The whistling duck is our signature symbol, we are *animal cruelty free*, which is why we are proud to carry it everywhere in the world. The motto that has accompanied us throughout 2020 is “stand up and quack”, to signify that SaveTheDuckers community can and has to become spokesmen for the values of respect and protection of animals, the Planet and People who live on it.

The Save The Duck brand is the first testimonial of our values and principles, but that’s not all: we keep our website constantly updated, including the section dedicated to sustainability, for a constant and transparent dialogue with those who follow us. Dedicated to our partners, our customers and the business

community, our newsletter “*Spread the Message*” is a monthly event that conveys sustainability issues to spread a responsible and caring message about the environment and People.

We also spread our credo in schools and universities. For example, we have set up a graduation prize in cooperation with *Politecnico di Milano*.

Every year at the *Sustainable Luxury Academy*, a permanent observatory on responsible luxury at the *School of Management* of the Politecnico di Milano University, we award a prize to the best thesis on the subject of sustainability in the fashion industry. This is the third consecutive year that our Company has contributed to this initiative.

As judges, we also supported the third edition of the *B Corp School*⁸, a training course promoted *InVento Lab* that guides high school students in the creation of a sustainable business.

Our commitment went further within the fashion community, through the sharing of ideas to increase responsibility in the fashion business: the collaboration with *M Missoni*, which began in 2019, continued in 2020 with the creation of another eco-sustainable capsule, which allowed us to continue to ‘contaminate’ the world of luxury fashion.

Also significant in 2020 was the collaboration with the *start-up ACBC* to create a model of trainers that are

100% animal free and made from recycled materials.



8. For more information, please refer to this link: LA CHANGEMAKER COMPETITION 2020 DI B CORP SCHOOL - InVento Innovation Lab - News & Eventi (inventolab.com)

2.2 OUR SUPPORT FOR ANIMALS AND THE PLANET

We are all inhabitants of this world and we want to contribute every day to improve our common home.

That's why we don't only offer products that respect our philosophy and our DNA, but we are also at the forefront of initiatives in favor of animals and the Planet.

2020

THE MOST SIGNIFICANT PARTNERSHIPS AND INITIATIVES

• SAVE THE DUCK FOR SEA SHEPHERD



We presented a collection that celebrates the collaboration with **Sea Shepherd**, the most active and fierce Organization for the Protection of Oceans and Marine Life, founded in 1977 by Captain Paul Watson.

A percentage coming from the collection sales was donated directly to the organization.

• SAVE AUSTRALIA

In the early 2020s, Australia was hit by a series of devastating wildfires that compromised its natural habitat and biodiversity.

We are not used to standing idly by in the face of such tragedies, which is why we have decided to donate 50% of the proceeds from our direct sales (online and offline) in January (around €100,000) to **Wires Emergency Fund**.



ACTIVE PARTNERSHIPS OVER THE YEARS

for animals protection



PETA



LAV



Save The Dogs and Other Animals

for the protection of natural resources and the Planet



The Fifth Element and Alex Bellini



Surfrider Foundation Europe



WWF

2020 OUR ENGAGEMENTS

GOAL	STATE OF PROGRESS
<p>Maintain a donation volume of 1%, which will increase in proportion to the increase in turnover achieved.</p> <p>Reach more people through our newsletter "Spread the Message" and promote an Educational campaign aligned with Save The Duck and B Corp values.</p>	<p>In 2020, we donated €362,000 value, or 1 % of the year's turnover.</p> <p>We extended our newsletter to more than 30,000 people and launched the "stand up and quack" educational campaign, which aims to spread the values and principles of the B Corp brand and network to all people.</p>

2021 OUR COMMITMENTS

- To continue to raise consumer awareness, we are committed to promoting at least one communication campaign focused on **circularity** and **end-of-life** issues.
- Maintain a donation volume of 1%, which will increase in proportion to the increase in turnover.



3

WE LOVE NATURE

Nature is our source of inspiration.

Everything we do has an impact on the ecosystem.

We are constantly looking for new ways to improve the way we operate.

SUSTAINABILITY PLAN_2020

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***WE ENHANCE CIRCULAR THINKING ALONG THE PRODUCTS LIFECYCLE****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*

2.1 CAREFULLY CHOOSING MATERIALS

We are innovators, capable of intercepting the requests of an increasingly demanding and attentive clientele.

Our product development process starts with an accurate investigation of market needs and trends in terms of style and aesthetics. The information and needs gathered in the field are used to define the commercial strategy and the related production choices. In this phase, the synergy between management and internal functions is essential in order to listen, through the commercial function, to all the input from the customers and suppliers with whom we collaborate and to give voice to their ideas.

“The rich know-how of our People makes it possible to create products with high aesthetic and technical characteristics.”

Once the style of the collection has been defined, the sketch needs to be developed, which is the first step in starting the process of creating the prototype; the choice and sourcing of fabrics, paddings and accessories also take place at this stage. Our designers and technicians carefully select materials based on design, color, functionality and technicality, with a focus on innovation and production processes. In addition, the internally developed **Standard for Material Selection⁹** is always followed.

The process ends with the production of the garments sold, after careful optimization of the mix of aesthetic solutions and market feedback. Each new collection is usually presented to the public at specific trade fairs, in 2020 they were presented online due to restrictions caused by Covid-19.

THE STANDARD FOR MATERIAL SELECTION

Starting with the protection of ducks, our commitment has been consistently pursued by **avoiding the use of any material of animal origin**.

Each of our products is made from a **careful selection of raw materials**. Sourcing is carried out in **full compliance with social and environmental standards** during all stages of the choice and selection of materials used to make our products.

Every decision is guided by **principles that protect People, animals and the Planet**.

Every decision we make is conscious and responsible towards our employees, Stakeholders and consumers, the planet and its ecosystems.

All this allows us to offer **original and quality products** with respect to the reference market.

⁹. For more information, please refer to this link: https://storage.googleapis.com/savetheduck/sostenibilita/standard_policies/pdf/2_Standard_per_la_selezione_dei_materiali.pdf

Our product lines reflect our values and principles, which is why we have applied **colored badges** to the garments to indicate the main characteristics of the product and the message we want to convey to anyone who wears or notices one of our garments.



WE RESPECT ANIMALS

ICONS

Made with 100% animal free PLUMTECH® padding



WE RECYCLE

RECYCLED

Made of GRS-certified recycled raw materials from recycled used PET bottles.



WE CLEAN THE OCEAN

OCEAN IS MY HOME

produced with fabrics generated from recovered and recycled fishing nets, in Econyl® Nylon.



PLUMTECH®

ANIMAL-FRIENDLY PADDING

PLUMTECH® is a padding created to recreate the softness of real down while retaining the advantages of a technological thermal padding.

All the paddings are Bluesign® certified.

Furthermore, for the Recycled collection, and for some garments of other collections, the padding called RECYCLED PLUMTECH® is made of 100% recycled polyester from used PET bottles recycled, partially by REPPEVE, a company that produces the fibre and that is Oeko-Tex® and GRS certified.

These certifications guarantee that products made from recycled materials respect all environmental and social criteria in their production chain.

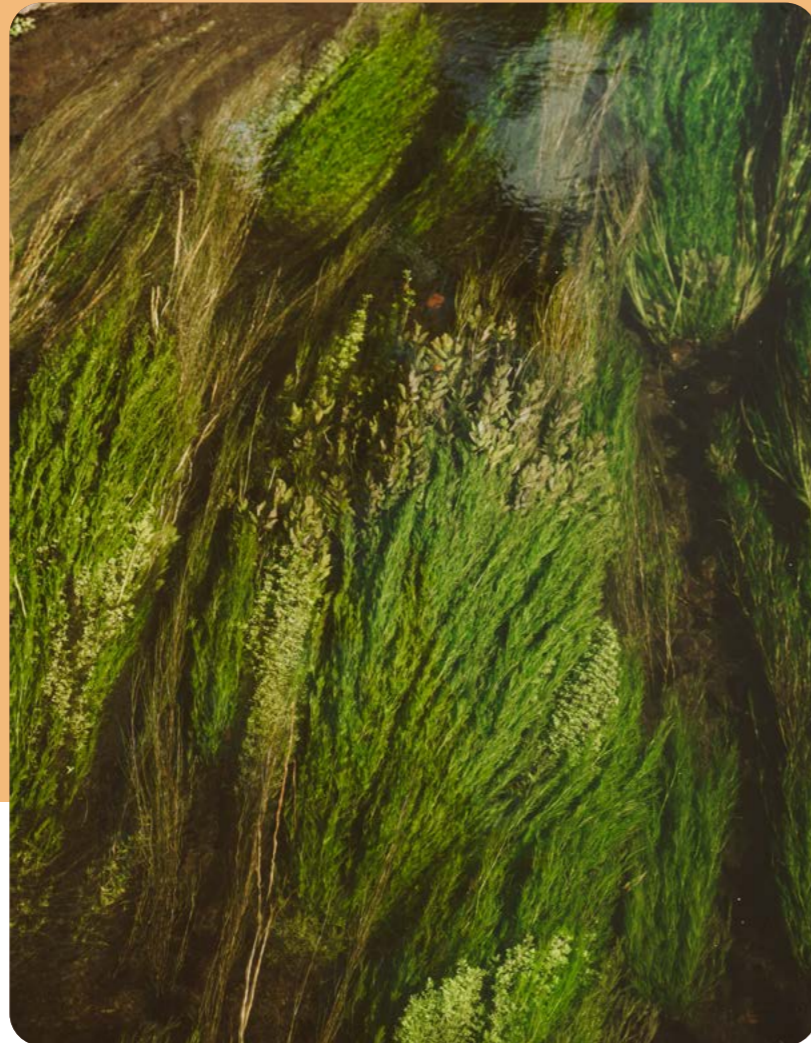
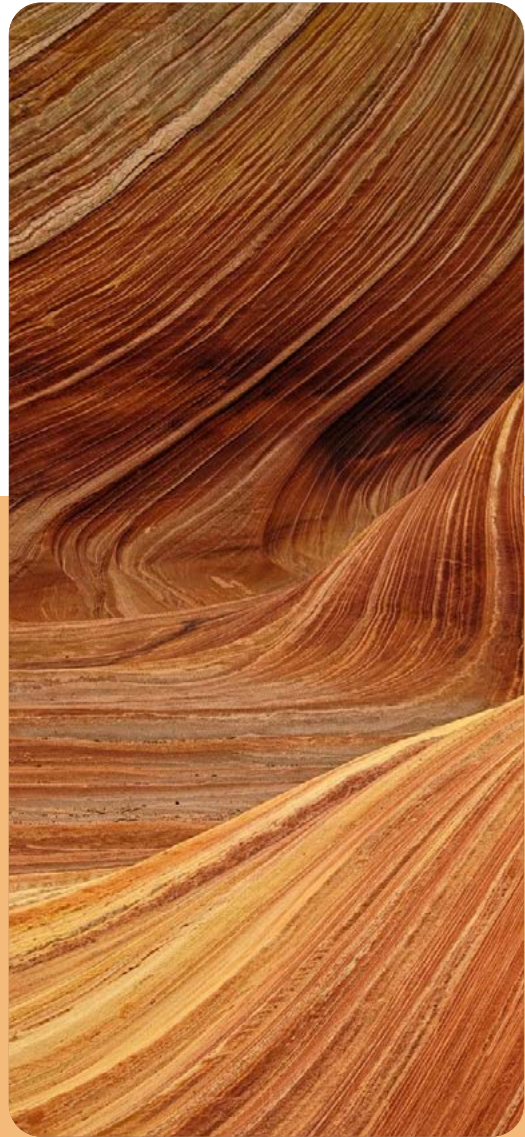


Most of the raw materials used in our products are certified according to specific standards:

- 90% of the garments are made with materials certified according to **STANDARD 100 by OEKO-TEX®**, testing method to verify that these materials do not contain or release substances harmful to the environment and human health;
- 39% of the garments are made with **Bluesign®** approved materials, a certification that guarantees the highest level of safety for the end consumer, responsible use of resources and production with the least possible impact on people and the environment;
- 6% of the garments use materials certified according to the **Global Recycle Standard (GRS)**, these are materials of recycled origin, produced using processes that respect the environment, people and consumer safety.

The attention to materials choice also passes through international initiatives such as **ZDHC (Zero Discharge Hazardous Chemicals)**, a program launched in 2011 following numerous studies on the pollution caused by textile industry supply chain, which aims to limit and, where possible, eliminate the use of certain chemical substances, listed in a document called **MRSL (Manufacturer Restricted Substance List)**.

In 2020, approximately 27% of the fabrics purchased comes from the ZDHC network, and we intend to increase this percentage in the coming years.



SAFE PRODUCTS

The safety of our products is paramount. In order to maintain high standards, we ask all our manufacturers to subscribe our **RSL (Restricted Substances List)**, our guide to regulate the use of specific substances throughout the production chain, ensuring good management of chemicals and physical-mechanical requirements of the materials used to produce Save The Duck products¹⁰.

In addition, specific control testing is carried out when the materials are made available by suppliers, including chemical tests carried out according to the most restrictive limit set by the legislation in force in our reference markets. Chemical tests are carried out in partnership with **UL¹¹** specialist laboratories. Performing these tests ensures that our garments meet regulatory standards such as the **RoHS Directive** and **REACH Regulation**, as well as the requirements of the individual countries in which they are marketed.

Thanks to our constant focus and robust control processes, there have been no cases of non-compliance relating to product safety in the last two years.

¹⁰. For more information please refer to the following link:
https://storage.googleapis.com/savetheduck/sostenibilita/standard_policies/pdf/RSL_2021_IT.pdf

¹¹. For more information please refer to the following link:
<https://www.ul.com/>



PRO-TECH

OUR TECHNOLOGICAL RE(E)VOLUTION | 100%
CRUELTY FREE

On the market since 2019, the entire PRO-TECH line of garments is composed of high-tech and sustainable materials for optimal and long-lasting performance:

- 100% RECYCLED PLUMTECH® padding
- Textile fibers certified GORE-TEX® 100% recycled and PFC Free



100% VEGAN INNOVATION

ON THE TOP OF THE WORLD

Our clothes are recognized all over the world, even on the highest peaks: it's 2019 when mountaineer [Kuntal A. Joisher](#) conquered Everest, the highest and most coveted peak in the world, wearing a Save The Duck suit specially designed for the feat. The mountaineer himself asked us to design a suit for him. Our research team took up the challenge, proving without any doubt that PLUMTECH® technology, together with the high-performance GORE-TEX® outer fabric, can protect against even the most extreme weather conditions.

At the turn of 2020 and 2021, despite the pandemic, for the second time a Save The Duck garment has reached the coveted 8,000 meters altitude, this time thanks to the feat of [Sherpa Mingma Tenzi](#) who undertook a winter climb on K2, the second highest peak in the world.

Once again, our garments prove to be not only cruelty free but also highly performing and innovative, achieving unique performances.



GANESH

THE MOST REVERED OF HINDU DEITIES

Ganesh is a **brand** born under the sign of the most sympathetic deity of the Hindu religion. Ganesh sympathetic is due to the fact that he is the God of good fortune, success and health, and therefore **responsible** for everything good, positive and propulsive that can happen to a person.

Ganesh. A crossroads of stories and experiences that meet and mix.

It's a hippie who wears bright flowers shirt under a field jacket used in Vietnam.

It is the sacred and the profane. A land in constantly change.

We sell also Ganesh brand all over the world, whose designs we develop ourselves. Here, too, we rely on the **best suppliers of selected and certified raw materials** to guarantee the top performance that distinguishes our Company.

The materials and semi-finished products used to make our garments consist of:

- synthetic fibers, such as polyamide and polyester, for outer fabrics and linings;
- padding (PLUMTECH®), mainly made of polyester;
- plastic zipper;
- accessories such as badges attached to garments and buttons;
- cotton, used for the line of outerwear items launched in 2018 (sweatshirts, polo shirts and t-shirts), made of natural fiber.

15% of synthetic padding comes from recycled materials.

We used more than **1,6 million meters of synthetic fibers** for the 2021 collections produced in 2020, of which around **7% were recycled materials**. In continuity with previous years, we used insulating materials and plastic for badges, buttons, zips and other adjustment accessories.

MATERIALS USED FOR THE 2021 COLLECTIONS PRODUCED IN 2020

- 1,634,215 meters of synthetic fibers (7% recycled)
- 44,871 meters of panel padding (80% recycled)
- 126,597 kg of synthetic padding (15% recycled)
- 679,525 badge
- 890,303 snaps and buttons
- 1,873,835 zippers
- 559,759 other plastic accessories



SAVE THE DUCK

OUR MOST ICONIC PRODUCTS

The materials used for our basic puffer jackets in GIGA and IRIS fabrics and for the timeless parka made of SMEG fabric

PUFFER_GIGA_FW20



Number of items sold during 2021 seasons

213.9 K

Meters for external fabrics and linings

331.2 K

ABOUT 2 METERS PER PUFFER

Tonnes of Plumtech® padding

66.2 K

ABOUT 300 GRS PER PUFFER

WE LOVE NATURE.

PARKA_SMEG_FW20



Number of items sold during 2021 seasons

6.2 K

Meters for external fabrics and linings

15.3 K

ABOUT 3 METERS PER PARKA

Tonnes of Plumtech® padding

2.6 K

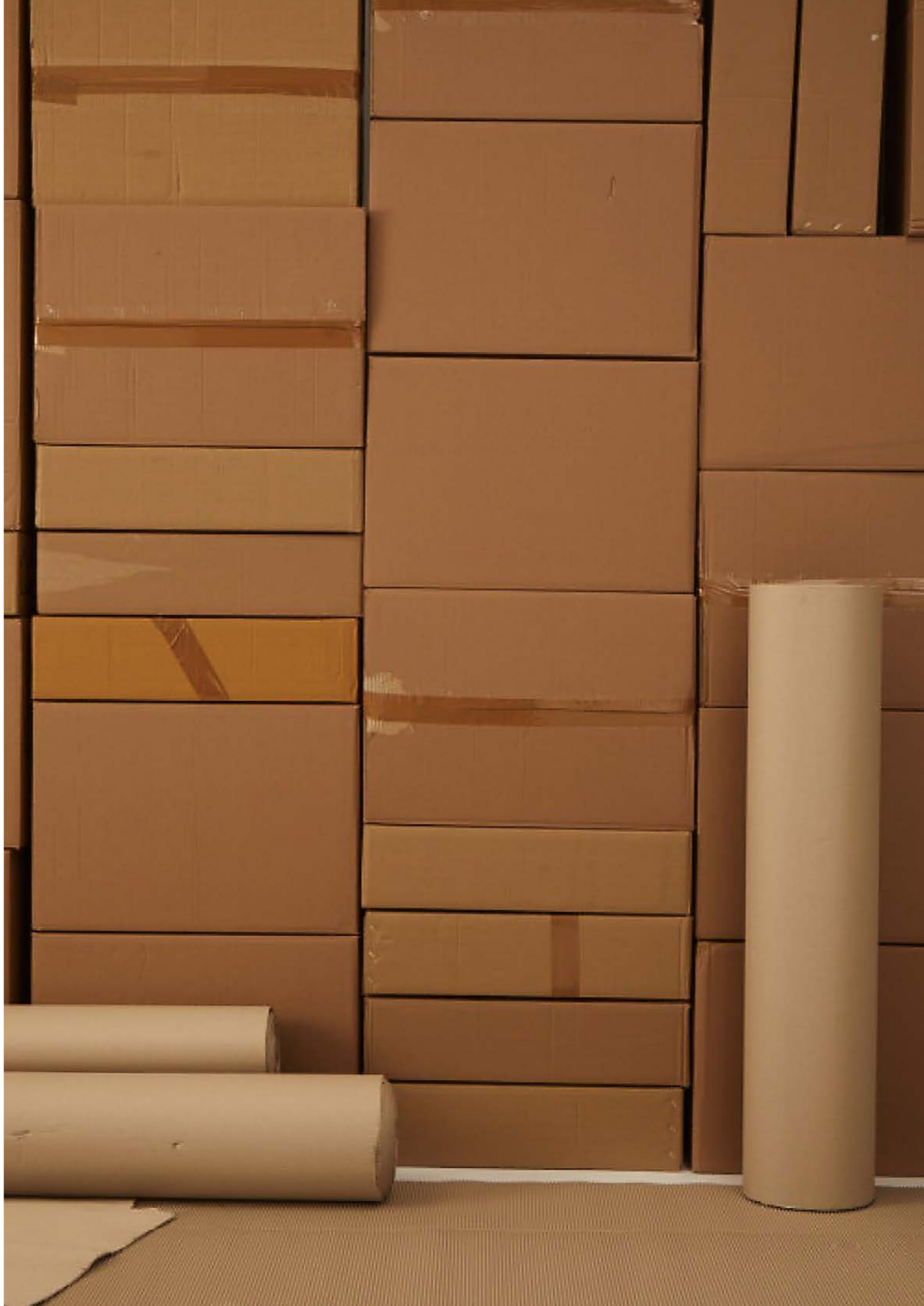
ABOUT 400 GRS PER PARKA

The focus on the use of sustainable materials does not stop at the garments themselves, but also includes materials used for product packaging. In fact, for the garments distribution to end customers, products are shipped from the central warehouse in **Forest Stewardship Council (FSC)** certified cardboard boxes. In addition, all boxes leaving our central warehouse are made of 100% recycled cardboard.

In 2020, we used approximately 92 tonnes of cardboard to package products to be shipped worldwide, including approximately 74 tonnes (**FSC certified**) to ship our garments from the Italian logistics hub to customers and 18 tonnes to ship products to the logistics hub, via tier 1 suppliers.

80% of the cardboard for product packaging is FSC-certified

As regards the **packaging** used to products sell, from 2019 Save The Duck products will be individually packaged in compostable bioplastic bags (for 90% of the garments shipped) or in 90% recycled plastic bags, in case the garments need to be reconditioned before being sent to the end customer.



OUR SHOPS, OUR BUSINESS CARD

We pay attention to every detail, we do not neglect anything, not even our stores.

In defining the materials used in our flagship stores, we apply an ecological concept in line with our philosophy of respecting natural resources and sustainability as much as possible. These criteria make the **customer experience** unmistakable as soon as you walk through the door. We have drawn up an internal guide dedicated to the sustainable design of our **flagship stores**, with a view to continuous and virtuous improvement: recycled and natural materials for mannequins and hangers, dyes and fillers derived from rice, high-efficiency LED lamps and reduced energy consumption are just some of the elements found inside our stores. Our **shopping bags** are made of **100% recycled paper**.

We also apply these good practices in the design of our **pop-up modules and temporary stores** that we install each year in various points of sale in Europe and around the World.

2018

Opening of the first Flagship Store in **Milan**, Via Solferino 12.



2019

Opening of the second Flagship Store in **Venice** in Calle Fuseri 4462 and the third in **Hong Kong** at the K11 Musea shopping centre. Opening of the first franchise in Barcelona.



2020

Opening of the fourth Flagship Store in **Milan** Cordusio.



2020 OUR ENGAGEMENTS

GOAL	STATE OF PROGRESS
<p>Redesigning our garment hangtags in a more sustainable way, further reducing the number of tags inside the garments.</p>	<p>We redesigned the tags to further reduce the use of raw materials</p>
<p>Further decrease the use of materials with PFC finishing.</p>	<p>The PRO-TECH collection is PFC-free, due to the pandemic in 2020 there has been a slowdown and we are committed to continue working towards this goal in the future.</p>
<p>Increasing the percentage of recycled fabrics in our collections (extended target for the years 2020-2021).</p>	<p>The percentage of recycled fabrics in 2020 has been increased compared to 2019 by 4%.</p>
<p>Increase spending on suppliers participating in the ZDHC program.</p>	<p>Due to the pandemic in 2020 there has been a slowdown in the process of sharing with suppliers the ZDHC Network, that focused on social audits only. We are committed to increasing performance next year.</p>

2021 OUR COMMITMENTS

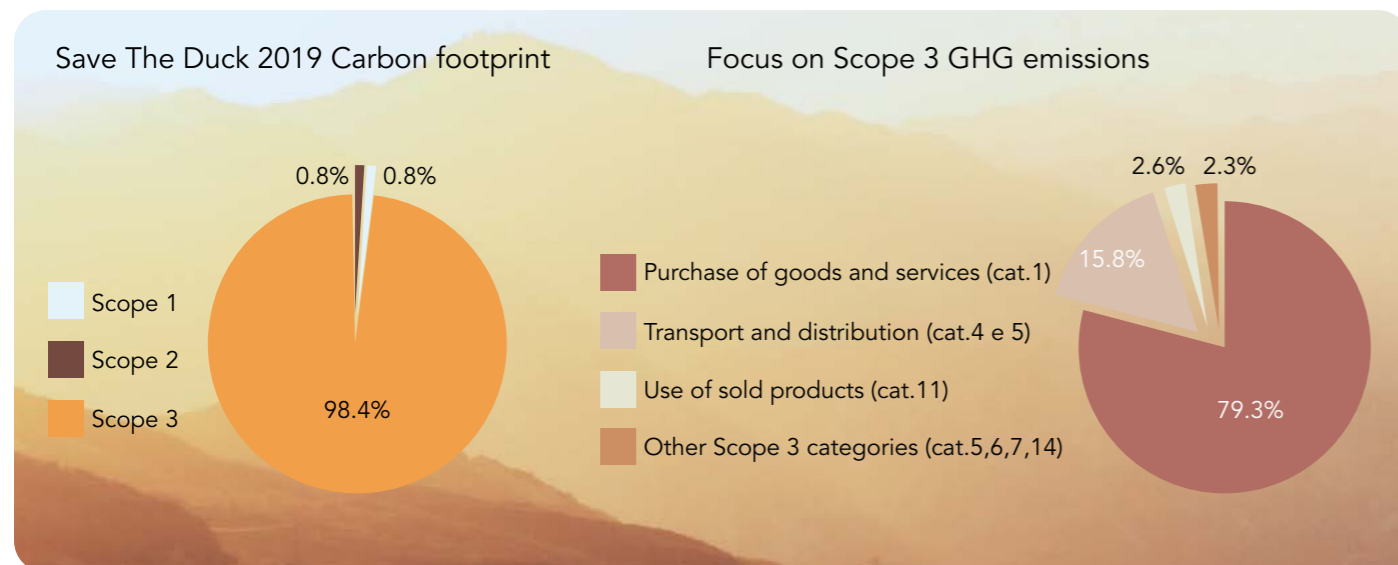
- **To further increase consumer awareness** by launching a sensitization campaign not to remove care labels from garments to ensure proper disposal of the garment at the end of its life.
- **Further decrease** the use of materials with **PFC** finishing.
- **Increasing the percentage of recycled fabrics** in our collections.
- **Increase** spending on suppliers who join the **ZDHC** program.
- **Conduct a Life Cycle Assessment** on at least one Save The Duck product.

3.2 FIGHTING AGAINST CLIMATE CHANGE

WE ARE WORKING WITH 800 OTHER B CORPS TO ACHIEVE CARBON NEUTRALITY BY 2030.

In December 2019 during the **United Nations Framework Convention for Climate Change COP 25** that took place in Madrid, aware of the need for joint and targeted action to tackle this emergency, together with 500 other B Corp companies (now 800) we committed to significant carbon reduction leading to a net zero future by 2030. Aware of our goal, the first major step we took was to measure the direct and indirect greenhouse gas (or GHG) emissions generated by our operations across the entire value chain.

We started this monitoring journey in 2018, including Scope 1 and 2 GHG emissions, leading in the second half of 2019 to measure Save The Duck's GHG emissions inventory for the year 2019:



Indirect emissions from the purchase of goods and services, amounting to 3,890 ton CO_{2e}, include GHG emissions generated for the production of Save The Duck garments, accessories and packaging.

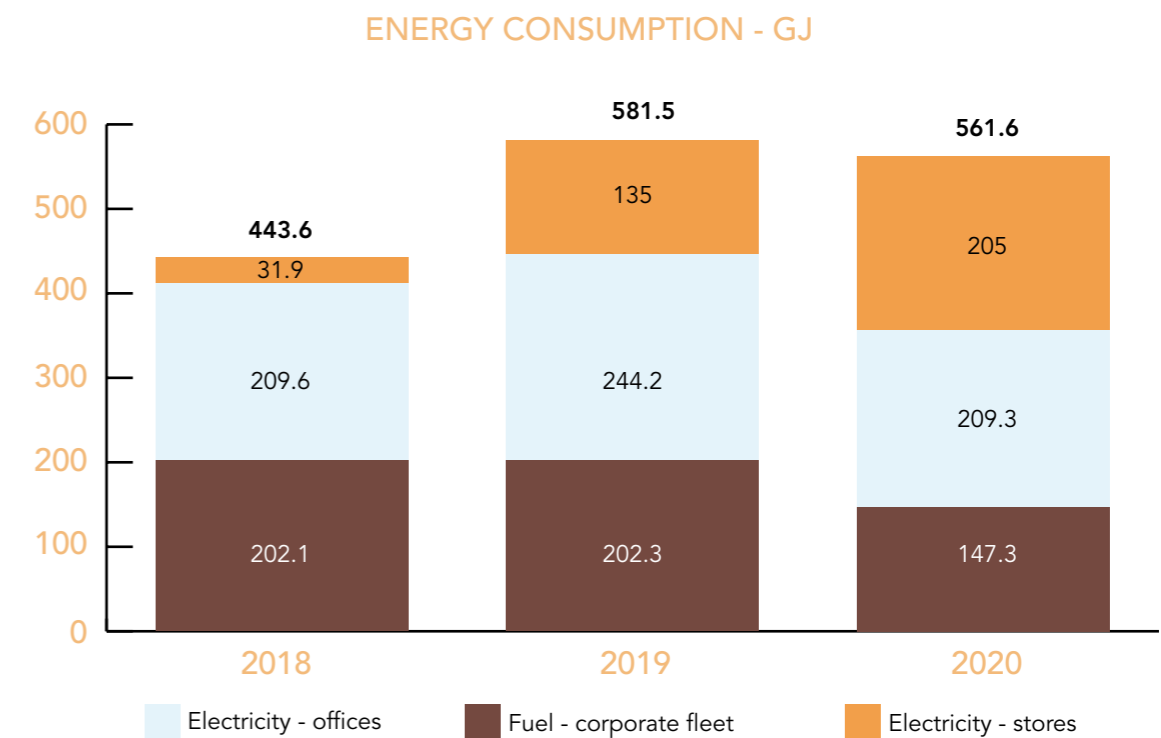
The amount of GHG emissions related to the transport of raw materials and finished products is 773 tonCO_{2e}, including both transport and distribution flows upstream and downstream of the value chain.

GHG emissions from the use of products sold, such as washing Save The Duck garments, amount to 128 tonCO_{2e}.

With reference to GHG emissions generated by employee travel, this includes both the impacts produced by Italian employees' business trips (33 tonCO_{2e}) and the impacts generated by home-work trips (79 tonCO_{2e}).

The remaining GHG emissions produced, which represent a residual part of the total, derive from waste disposal (0.8 tonCO_{2e}) and from the franchisee activities in Barcelona (1.2 tonCO_{2e}).

In relation to the year 2020, direct energy consumption decreased substantially due to the partial renewal of the corporate fleet, in which we favoured plug-in hybrid vehicles, and the reduction in kilometres travelled due to the restrictions imposed on travel. Electricity consumption, on the other hand, showed an increase of 9% compared to 2019, mainly due to the fact that the Company flagship stores remained open, where permitted, and to the new opening of the flagship store in Milan Cordusio.



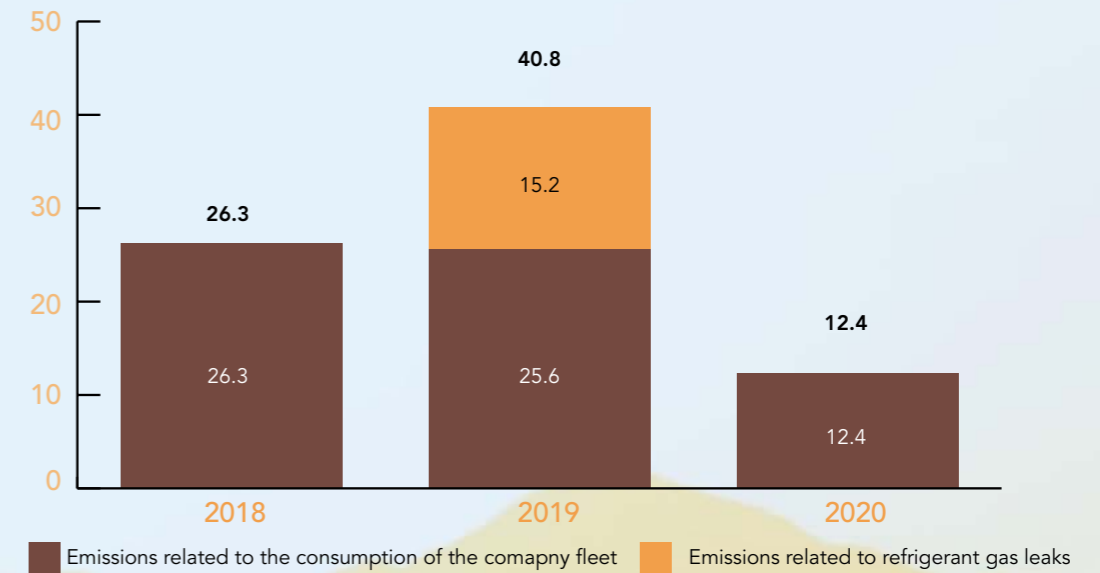
*Save The Duck corporate fleet consists of one owned and three leased vehicles. Of these, two are hybrid models with electric plug-in. As we do not have precise data with reference to kWh consumption in the year, consumption has been estimated on the basis of kilometres travelled.

**The Milan Solferino store was opened in September 2018, while the Hong Kong and Venice stores were opened in August and September 2019 respectively. Milan Cordusio store was opened in September 2020.

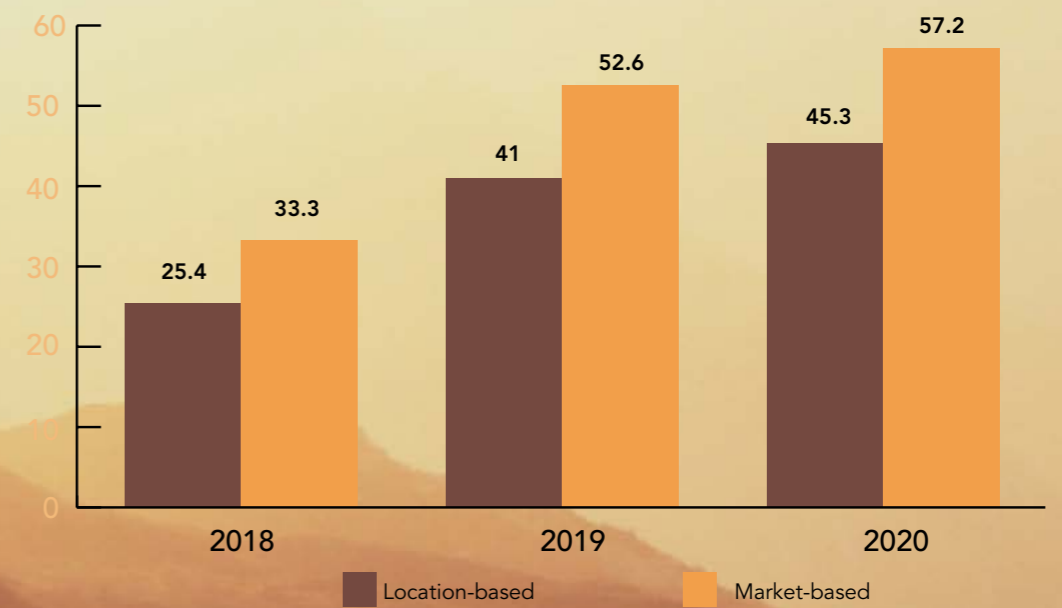
Part of the impacts in terms of GHG emissions generated by our direct activities derive from the above energy consumption. In 2020, direct CO_{2e} emissions are linked to the consumption of the Company fleet (12.4 tonnes of CO_{2e}), while no emissions from refrigerant gas leaks from the air conditioning system were recorded in the year. The combination of the events that took place in 2020, which led to a significant reduction in travel, the initiative to renew the car fleet and the absence of refrigerant gas topping up, led to a reduction in GHG Scope 1 emissions of around 70%. On the other hand, CO_{2e} emissions corresponding to electricity consumption amounted to 45.3 tonnes of CO_{2e}, up 10% compared to 2019, mainly due to the opening of the new store.

Indirect emissions include the transport of Save The Duck products from our suppliers (Tier 1) to the central warehouse in Italy and distribution from this to end customers. In 2020, 488.5 tonnes of CO₂ were generated, a decrease of approximately 9% compared to 2019, mainly due to restrictions on the movement of people and goods imposed by various local governments during the first months of the year.

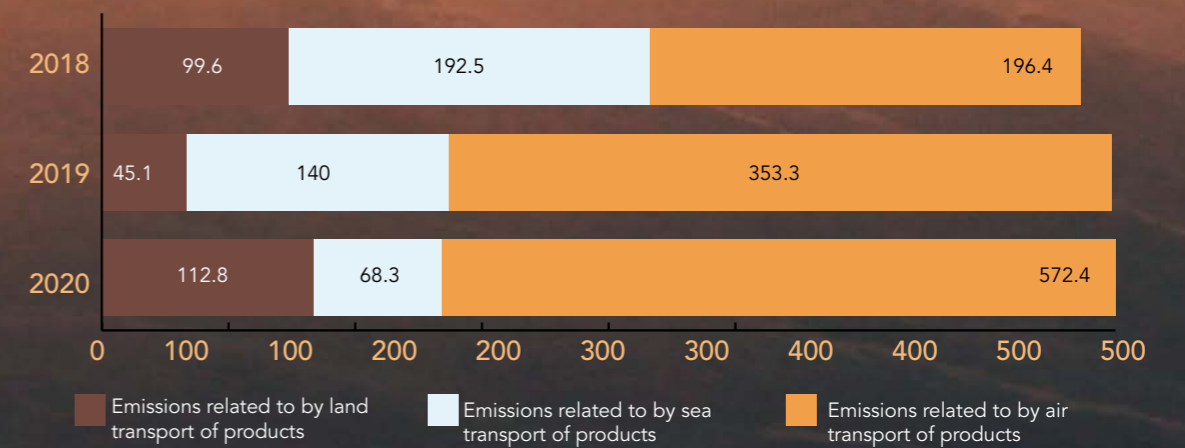
GHG SCOPE 1 EMISSIONS - CO_{2e} TONNES



GHG SCOPE 2 EMISSIONS - CO_{2e} TONNES



OTHER INDIRECT GHG EMISSIONS (SCOPE 3) - CO_{2e} TONNES





OUR SUPPLY CHAIN

A select circle of suppliers

We have structured our business by outsourcing the production of our garments to external suppliers (Tier 1), who independently source components, semi-finished products and materials from suppliers (Tier 2) mostly selected and appointed by Save The Duck.

We source from a small number of manufacturers (17 for the Save The Duck brand and 7 for the Ganesh brand in 2020), mainly located in the Hangzhou area in the Zhejiang region of China¹².

Most of the garments produced pass through our central logistics center in Treviso, Italy, and are then distributed to various Italian and European points of sale through local couriers. The remainder is shipped directly from our manufacturers to the international sales network, which mainly includes China, Japan, United States and Canada.

2020 OUR ENGAGEMENTS

GOAL

Measure Save The Duck carbon footprint by extending the traceability of our emissions along the entire value chain, from the extraction and processing of raw materials to the end-of-life of the products.

Define a strategy to gradually reduce the Company carbon footprint to zero.

STATE OF PROGRESS

We have completed the monitoring of our first GHG Scope 1, 2 and 3 emissions inventory for the year 2019.

Based on the results of the 2019 GHG inventory, we have defined the actions to be taken to neutralize our carbon footprint.

2021 OUR COMMITMENTS

- To keep reducing our carbon footprint, we will purchase at least 50% of renewable electricity with **Guarantee of Origin** within the year and neutralize Scope 1 emissions by 2021.



4

WE CARE FOR PEOPLE

Our workspace is an *open space* that creates a supportive environment where *communication and listening* can freely flow.

All people involved in Save The Duck universe share the same *ethical values*, from the internal staff, to the supply chain, to the final customer.

We share our philosophy with our *community*, to promote our commitment to a sustainable tomorrow.

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

24hours 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

4.1 OUR PEOPLE

In Save The Duck we recognize the centrality of the human, professional and creative contribution of our People in the performance of daily activities. Team spirit, transparency and mutual respect are the basis of the relationships we cultivate. The management of working relationships and collaboration is aimed at developing the skills and competences of each individual, according to a merit-based policy aimed at equal opportunities at work and in professional advancement.

As at December, 31st 2020, we had 71 staff (up to 30% on the previous year, despite the difficulties caused by the pandemic. The trend is primarily due to new employees hired in China, whose temporary contracts will end in 2021 year). The rate of new hires was 30%¹³, compared to turnover of 7%.

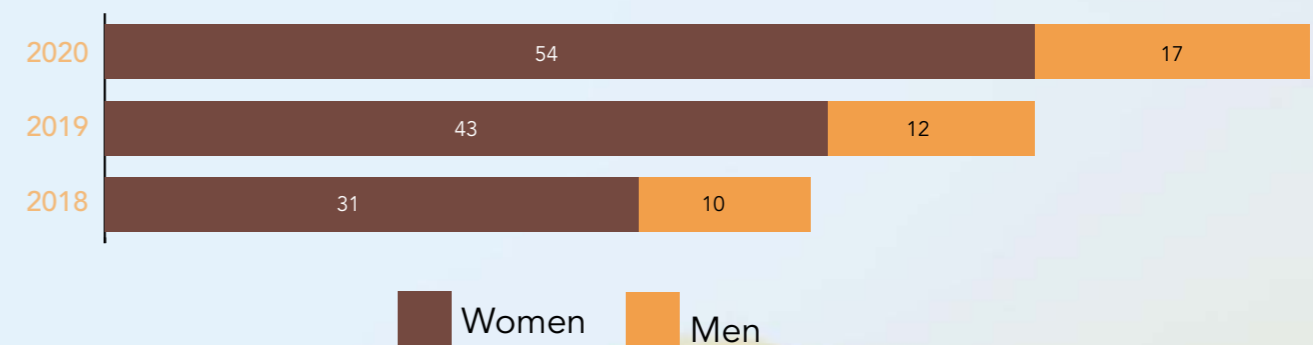
In terms of contractual status, 79% of the workforce is employed on a permanent basis. Full-time employees account for more than 82% of the total (76% of whom are women).

82% of new hires in 2020 are women

In 2020 we provided 44.8 average hours of training for each employee with the aim of promoting the growth and engagement of our team.

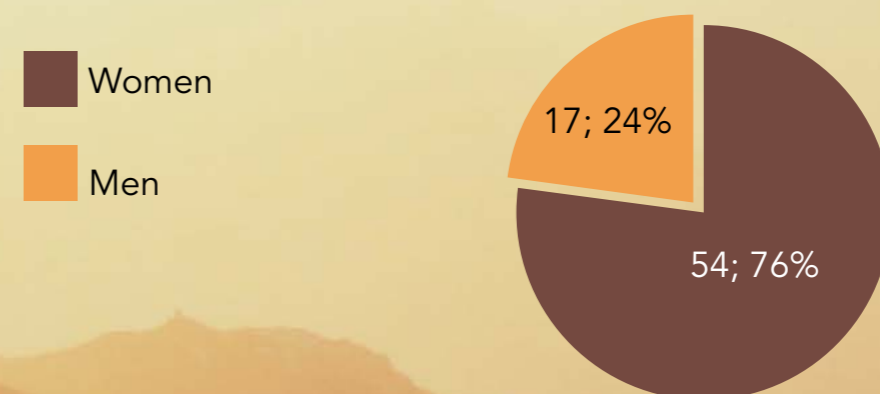
¹³. The rate of new hires is calculated on the total number of employees at 12.31.2020

SAVE THE DUCK PEOPLE AS AT DECEMBER, 31st 2020



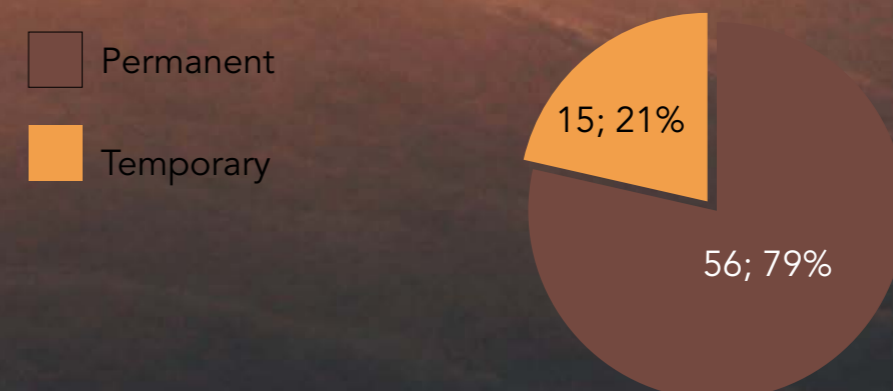
EMPLOYEES BY GENDER AS AT DECEMBER, 31ST 2020

Total number of employees: 71



EMPLOYEES BY TYPE OF CONTRACT

Total number of employees: 71





WELL-BEING AND DEVELOPMENT

COVID-19 FOCUS

In this unpredictable year, to say the least, due to the pandemic, our People were able to make up for the difficulties with a spirit of belonging, enthusiasm and an extraordinary ability to readapt. Starting with online yoga classes, a weekly event usually held at headquarters, during the 'first wave' of March and April 2020, work in Italy continued from home for the Italian office employees, who adopted full-time smart-working mode.

In Italy, during the same period, the flagship stores were closed due to restrictions implemented because of health emergency. Hong Kong store, on the other hand, did not face extended periods of closure, ensuring the continuity of in-store activities and sales.

When we returned to the office, we promptly took all the sanitary and hygiene measures required by the local authorities, ensuring a safe and healthy workplace at all times.

Smart-working has been officially regulated through an ad hoc policy, to allow alternating presence in the office and remote work. In addition, to prevent the creation of outbreaks in the workplace, all staff were swabbed after returning from their summer holidays.



In order to create a work environment with a good work-life balance, as well as to develop skills and a sense of belonging, we offer a **welfare plan** that includes a set of initiatives aimed at increasing the well-being of our People and their families. We provide all our employees with health and disability cover, as required by local regulations. In particular, in 2020, in order to cope with the difficulties caused by the pandemic, we tried to support our employees as much as possible by taking out insurance to cover them in the event of infection with **Covid-19** in Italy. There were no differences in terms of benefits granted to employees with full-time versus part-time contracts. In this regard, the number of employees in Italy who were able to use the welfare tools provided by the Company totalled 35 women and 11 men. Furthermore, in 2020 one employee took maternity leave, with a return to work and retention rate of 100%. As for paternity leave, none employee took it in 2020.

With the aim of better understanding the needs of our People, in 2020 we carried out the second edition of the **corporate climate survey**, which involved all employees at the Italian, Hongkonge and Chinese offices. The results, also due to the Covid-19 emergency, showed a unanimous desire to increase sharing and teamwork.

With the aim of directing employees' actions towards the achievement of the Company objectives and at the same time enhancing their **performance**, from 2019 we will have in place an annual assessment process aimed at all employees. In particular, each employee will be assessed on the basis of their performance, their contribution to the Company performance and on the basis of their skills and aptitudes. Staff assessment is carried out by the manager to whom each employee reports, using a special form.

MenoPerPiù

for our own and the Planet health

MenoPerPiù¹⁴ is a project proposed by Essere Animali that aims to help companies change their canteen menus to improve the health and sustainability of the food we eat.

Among the initiatives in favour of the wellbeing of our People, we have decided to join the program by offering a path that aims to stimulate the consumption of vegetable proteins and improve awareness of the relationship between food, health and climate crisis.

In line with our philosophy, eating well is one more step to contribute to the common benefit!

Although our activities do not have a high-risk component for the health and safety of our People, we are committed to spreading and consolidating a corporate culture oriented towards ensuring a healthy working environment, developing risk awareness and promoting responsible behaviour.

This is done by organizing training plans, carrying out preventive actions and periodic checks. We act on a daily basis in compliance with and application of national legislation for the management of health and safety aspects in the workplace. In particular, in Italy we apply the provisions of Legislative Decree 81/2008 (Consolidated Act on Health and Safety in the Workplace) and subsequent amendments and additions, while in China we comply with applicable local legislation.

As required by the Italian law, a periodical risk assessment analysis is carried out, related to Save The Duck activities and the prevention and/or protection measures implemented. The Risk Assessment Document is periodically reviewed and updated. In 2020, no accidents at work were recorded in any of Save The Duck offices.

¹⁴. For more information please refer to the following link:
<https://menoperpiu.it/>



RESPECT FOR HUMAN RIGHTS

For Save The Duck, respect for human rights is an essential value on which the corporate culture is based. By choosing to adhere to the ten principles of the UN Global Compact and to contribute to the achievement of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda, we are committed to ensuring respect for human rights and to guaranteeing a safe workplace free from any kind of violence, as stated in our Code of Ethics and in the fundamental principles dictated by the ILO (*International Labour Organization*):

- Freedom of association and the right to collective bargaining;
- Elimination of all forms of forced or compulsory labour;
- Effective abolition of child labour;
- Elimination of all forms of discrimination in respect of employment and occupation.



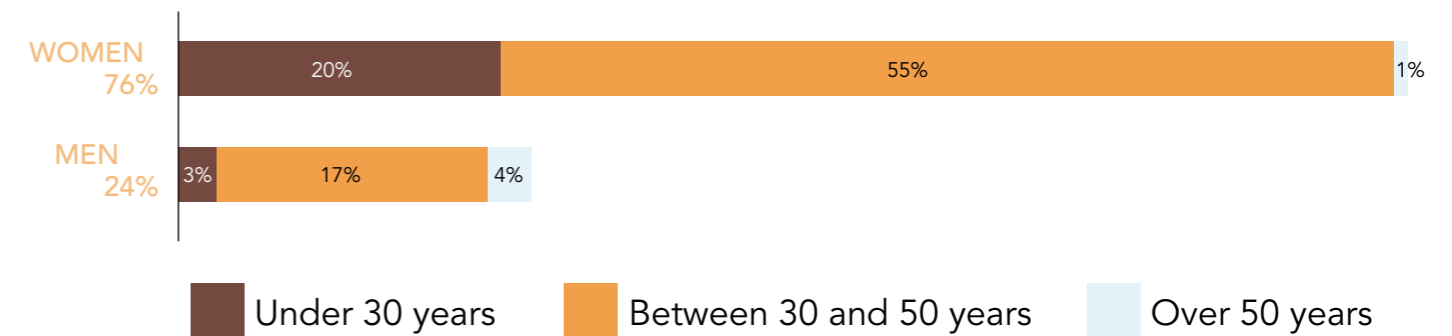
DIVERSITY IS A VALUE

We are aware that the respect and protection of all human beings is today more than ever a duty and a mission to be carried out on a daily basis. This mission is an integral part of our fundamental ethical values in our **Code of Ethics**: the courage to look at things from different perspectives and respect for the individual.

Strengthened by our roots and our philosophy, after having adhered to the WEPs principles, we presented a special Limited Edition with the designer **Stella Jean**, to celebrate **female empowerment**, richness and harmony resulting from the integration of different cultures. The designer has fully integrated multiculturalism, ethnic fusion and sustainable fashion into her style.

Promoting gender diversity is a cornerstone of our values, we are committed to equal opportunities from the selection of our resources to the daily work in the Company. Women in Save The Duck represent **76%** of the Company workforce and there have been no cases of discrimination in the last three years.

EMPLOYEES BY GENDER AND AGE GROUP, 2020

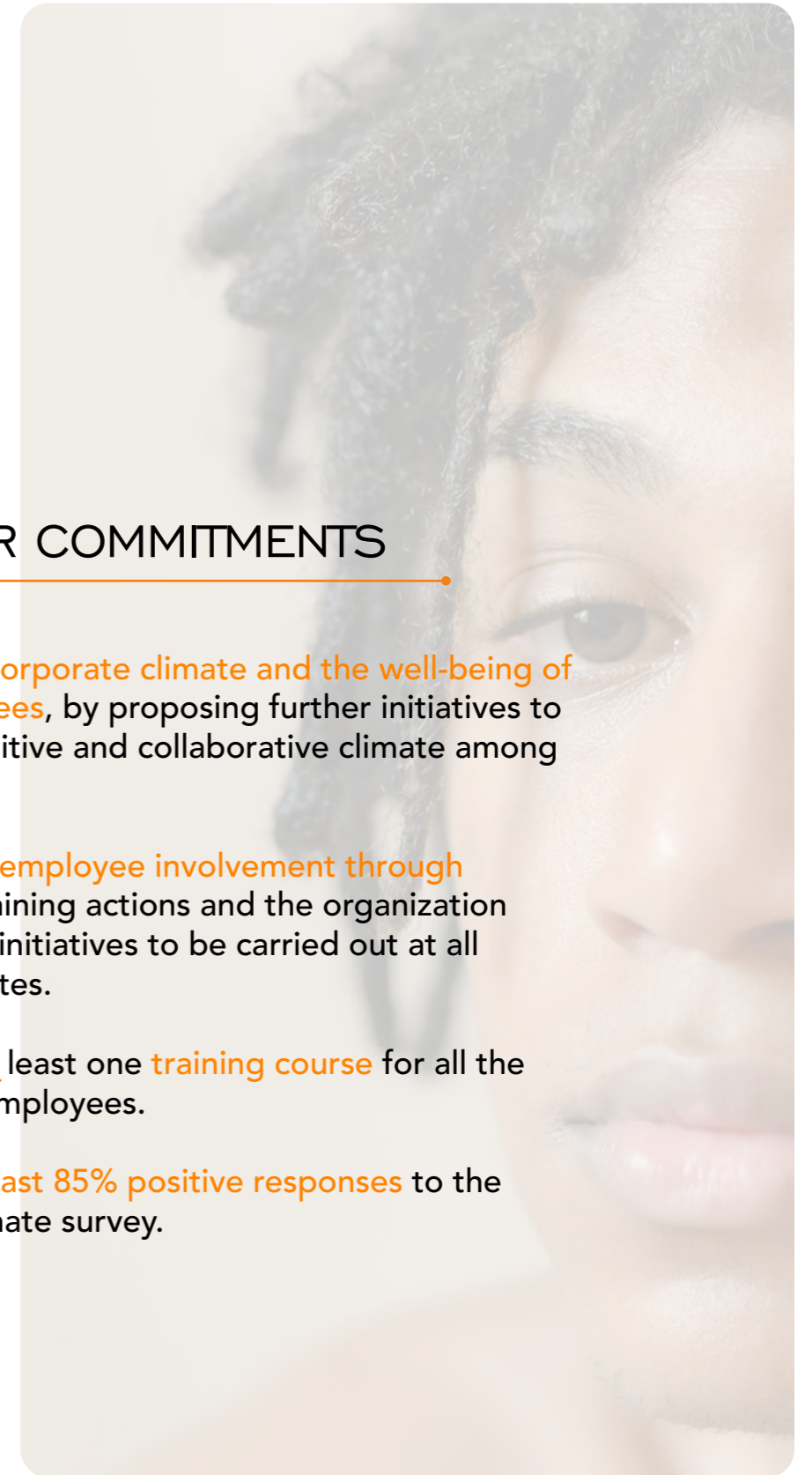


2020 OUR ENGAGEMENTS

GOAL	STATE OF PROGRESS
<p>Improving Company climate and well-being of our employees by proposing further initiatives to foster a positive and collaborative climate among people.</p>	<p>Due to the Covid-19 emergency, we had to suspend all physical gathering activities.</p>
<p>Strengthen employee involvement through targeted training and the organization of inclusive initiatives at all Company sites.</p>	<p>Due to the Covid-19 emergency, we had to suspend in-person training.</p>

2021 OUR COMMITMENTS

- Improving corporate climate and the well-being of our employees, by proposing further initiatives to foster a positive and collaborative climate among people.
- Strengthen employee involvement through targeted training actions and the organization of inclusive initiatives to be carried out at all Company sites.
- Organize at least one training course for all the Company employees.
- Obtain at least 85% positive responses to the internal climate survey.



4.2 OUR PARTNERS

In line with our philosophy and DNA, we want to contribute to creating a supply chain that always respects good conduct practices, and promotes fair, free and collaborative behaviour among people. Since 2018, we have adopted a **Code of Interdependence**, which defines minimum requirements that each supplier must comply with in the areas of environmental sustainability, social, health and safety protection of working environments, compliance with laws and ethics. We have asked all our first and second tier suppliers to sign this Code, but we are not stopping there.

Every year, we work along with a selected set of partners, which allows us to conduct not only a qualification process based on economic and quality criteria, but also a social assessment. Since 2017, we have been working with the external platform of **amfori BSCI (Business Social Compliance Initiative)**, a leading global association that supports companies in developing open and sustainable trade, bringing together more than 2,000 retailers, importers, brands and associations from over 40 countries, whose values are summarized in the slogan **"TRADE WITH PURPOSE"**.

Through the amfori BSCI platform, we are committed to promoting and ensuring compliance with social responsibility principles among our suppliers by conducting third-party audits based on the BSCI code of conduct. Depending on the outcome of the audits, we recommend

and support the implementation of improvement plans at suppliers to address the most problematic situations in terms of social responsibility.

During 2020, third-party social¹⁵ audits were carried out on 14 tier 1 suppliers (representing 99.8% of expenditure) and, for the second year, on 3 tier 2 suppliers. On 3 of the 7 tier 1 suppliers working on Ganesh brand has been carried out third-party audits (representing 37% of expenditure). All suppliers audited by BSCI were assessed with an **"acceptable"** level against the thirteen assessment areas. In addition, during the audits, no problematic situations related to occupational safety or forced labour were found and none of the audits led to the identification of **"at risk"** suppliers.

In addition to the third-party audits, in a spirit of fruitful **cooperation and continuous improvement**, we carry out regular visits to suppliers every year and in 2019 we also carried out **fully unannounced** audits.

Unfortunately, due to the known travel restrictions caused by the pandemic, we were unable to continue these initiatives in 2020, but we are committed to continuing on this path in the years to come.

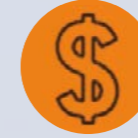
82%, suppliers Tier 1 who have been audited

¹⁵. Be noted that three of the 2020 audits were carried out according to SMETA methodology.

THE AMFORI BSCI CODE OF CONDUCT



The rights of freedom of association and collective bargaining
Our enterprise respects the right of workers to form unions or other kinds of workers associations and to engage in collective bargaining.



Fair remuneration
Our enterprise respects the right of workers to receive fair remuneration.



Occupational health and safety
Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.



Special protection for young workers
Our enterprise provides special protection to any workers that are not yet adults.



No bonded labour
Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.



Ethical business behaviour
Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.



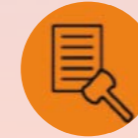
No discrimination
Our enterprise provides equal opportunities and does not discriminate against workers.



Decent working hours
Our enterprise observes the law regarding hours of work.



No child labour
Our enterprise does not hire any worker below the legal minimum age.



No precarious employment
Our enterprise hires workers on the basis of documented contracts according to the law.



Protection of the environment
Our enterprise takes the necessary measures to avoid environmental degradation.

2020 OUR ENGAGEMENTS

GOAL

Further increase the number of tier 2 suppliers undergoing third-party social monitoring and maintain a high level of oversight of tier 1 suppliers (at least 80% of expenditure).

Organize initiatives to **protect the families of our suppliers' workers in China.**

To further expand and thicken the network of relationships within the B Corp and Società Benefit network and consolidate the relationships already established.

STATE OF PROGRESS

While we maintained a high level of control over tier 1 suppliers, unfortunately, the pandemic has slowed down the audit process on tier 2 suppliers. We are therefore committed to improving our performance in 2021.

Organize initiatives to protect the families of our suppliers' workers in China. Unfortunately, Covid-19 hindered the realization of the initiative, but we are committed to re-submitting the goal for the future, consistent with the ongoing pandemic.

We are actively participating in the B Corp #UnlockTheChange initiative.

2021 OUR COMMITMENTS

- **Maintaining** a high level of control over tier 1 suppliers and further increasing the number of tier 2 suppliers to be **audited by third parties** (at least 80% of expenditure).
- **Continued** active participation in **B Corp networking.**

4.3 OUR COMMUNITY

Over the years, we created a tight network of connections and collaborations with Italian and international associations and organizations, with whom we share the common goal of promoting initiatives in favour of the community on the social issues that are closest to our hearts.

We act every day to help safeguard animals and the environment in which they live, but in line with our philosophy and our mission, we also want to offer our contribution in favour of less fortunate people, in order to leave our positive mark on our communities.

ORGANISATIONS SUPPORTED OVER THE YEARS

- for human rights



Save the Children



Theodora Onlus



Cometa



SOSstegno 70

2021 | OUR COMMITMENTS

- Promote **corporate volunteering**, reaching at least 12 hours per person per year.
- Maintain a **donation volume of 1%**, which will increase in proportion to the increase in turnover achieved.



5

APPENDIX

5.1 B IMPACT ASSESSMENT

RESPONSIBILITY, SUSTAINABILITY AND TRANSPARENCY

Through the international B Impact Assessment standard, we have assessed Save The Duck overall impact. The assessment standard comprehensively covers a company impact on workers, suppliers, the community and the environment, as well as considering the company governance practices and business model.

The result of the B Impact Assessment is expressed with an overall score for the company, ranging from 0 to 200, detailing the five main impact areas considered:

- **Governance**, includes issues related to ethics, transparency and the corporate mission;
- **Employees**, including issues related to health and safety, well-being and employee satisfaction;
- **Community**, issues related to inclusion, supply chain management and civic engagement of the company;
- **Environment**, includes issues related to climate change and the management of water and natural resources;
- **Clients**, includes customer and consumer management issues.

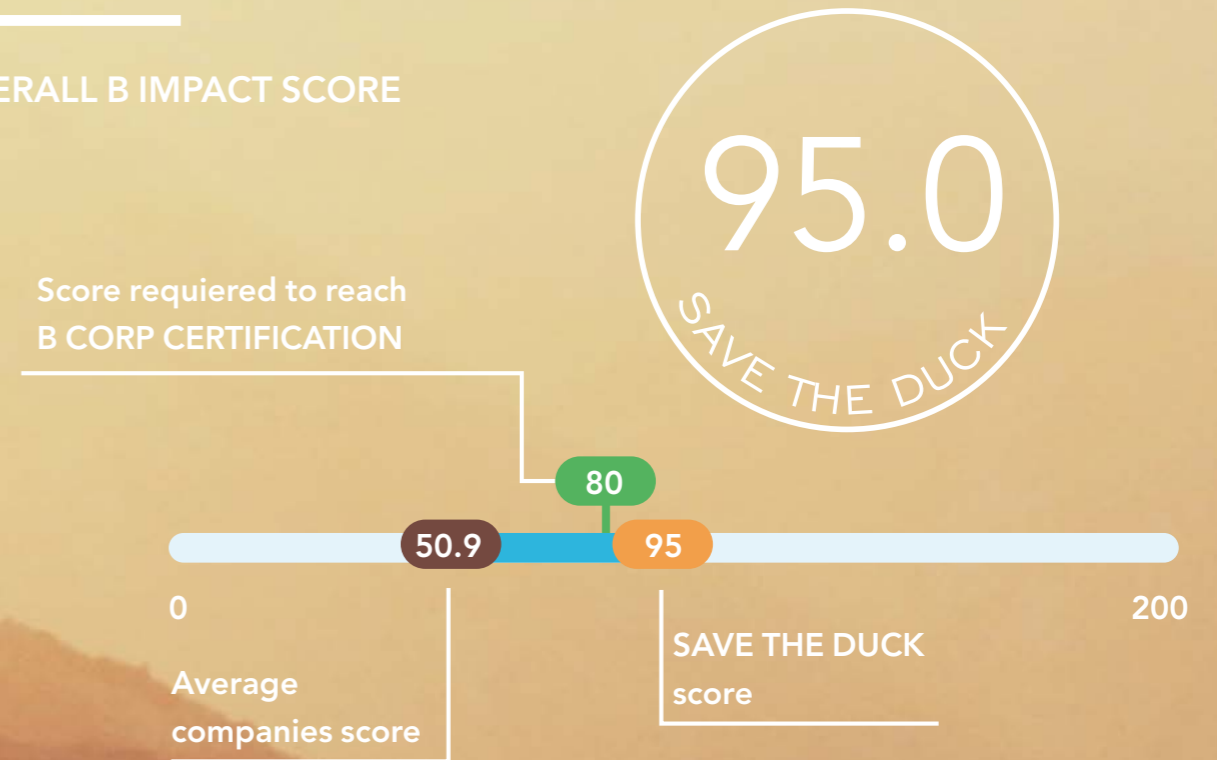
Our full B Impact Report certified by B Lab¹⁶ is freely available at the following link:

<https://bcorporation.net/directory/save-the-duck-sp-a>

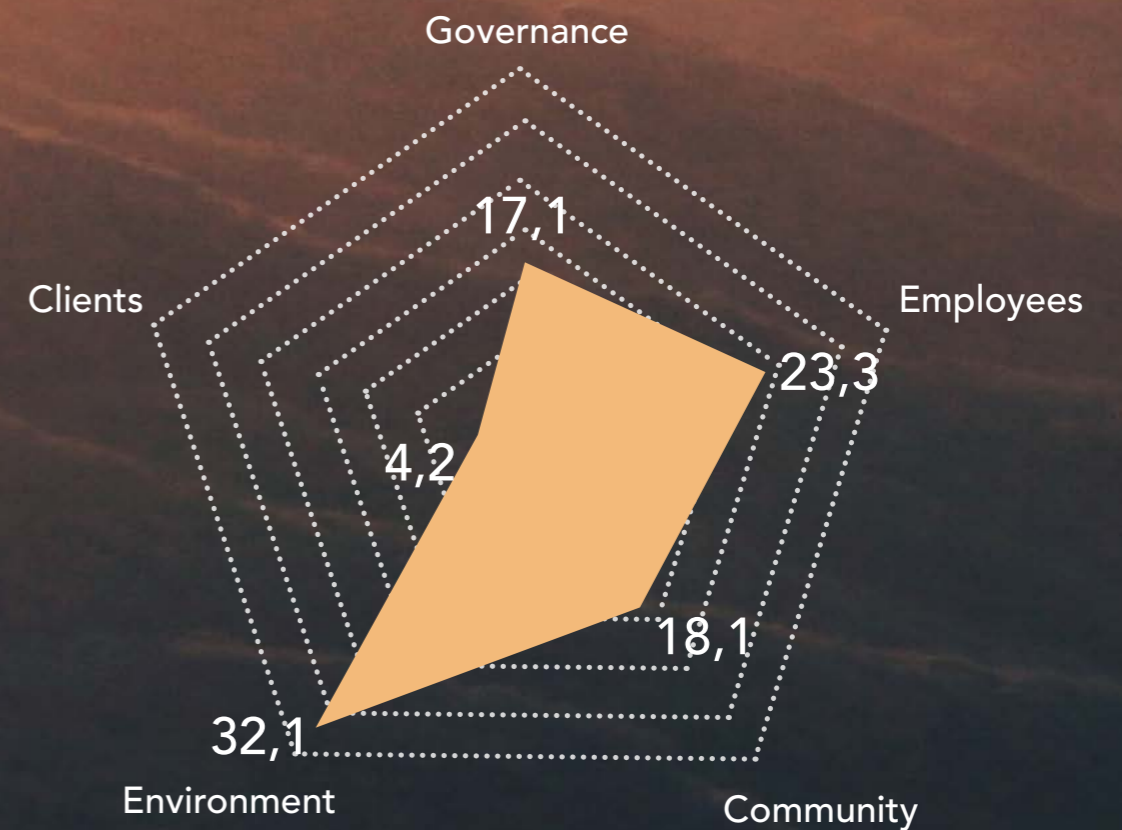
¹⁶ B Lab is a non-profit organisation supporting the B Corp movement at international level.

B IMPACT REPORT

OVERALL B IMPACT SCORE



SCORE BY AREA OF IMPACT



5.2 UNITED NATIONS GLOBAL COMPACT

UNGC	UNGC PRINCIPLES	SAVE THE DUCK
HUMAN RIGHTS	<ol style="list-style-type: none"> 1. Business should support and respect the protection of internationally proclaimed human rights 2. Make sure that they are not complicit in human rights abuses 	<p>4. WE CARE FOR PEOPLE.</p> <p>4. WE CARE FOR PEOPLE.</p>
LABOUR	<ol style="list-style-type: none"> 3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining 4. The elimination of all forms of forced and compulsory labor 5. The effective abolition of child labor 6. The elimination of discrimination in respect of employment and occupation 	<p>4. WE CARE FOR PEOPLE.</p> <p>4. WE CARE FOR PEOPLE.</p> <p>4. WE CARE FOR PEOPLE.</p> <p>4. WE CARE FOR PEOPLE.</p>
ENVIRONMENT	<ol style="list-style-type: none"> 7. Businesses should support a precautionary approach to environmental challenges 8. Undertake initiatives to promote greater environmental responsibility 9. Encourage the development and diffusion of environmentally friendly technologies 	<p>3. WE LOVE NATURE.</p> <p>3. WE LOVE NATURE.</p> <p>3. WE LOVE NATURE.</p> <p>3.2 Fighting against climate change</p>
ANTI-CORRUPTION	<ol style="list-style-type: none"> 10. Businesses should work against corruption in all its forms, including extortion and bribery 	<p>1. Save The Duck DNA</p> <p>1.2 Responsibility, sustainability and transparency</p>

5.3 METHODOLOGICAL NOTE

This document is the third edition of the Sustainability Report (hereinafter also "Report") of Save The Duck (hereinafter also "Company"¹⁷), which highlights the main information relating to environmental, social and economic aspects that characterize the Company.

The process undertaken for the preparation of the Sustainability Report, under the coordination of a working group, involved top management and the various corporate functions, which actively contributed to the selection of relevant issues, the preparation of the document and the collection of data and information necessary for its preparation.

Save The Duck Sustainability Report was prepared in accordance with the *Global Reporting Initiative (GRI) Global Reporting Standards*, the most widely used and applied sustainability reporting standard. In line with the provisions of this standard, the initial steps for the preparation of the Sustainability Report were the identification and prioritization of Save The Duck Stakeholders and the analysis of material issues for the Company (materiality analysis), described in detail below.

Save The Duck third Sustainability Report covers the 2020 financial year (1st January to 31st December) and contains, where available, performance trends over the three-year period 2018-2020 for comparative purposes. As at the date of publication of this Report, there are no significant events occurring in 2021, other than those already reported in the text. The Financial Statements have been prepared in accordance with the GRI Sustainability Reporting Standards set out in 2016 by the Global Reporting Initiative (GRI), under the Core option, as set out in Standard 101: Foundation, paragraph 3. The reporting boundary is Save The Duck, except where otherwise indicated. The Company registered and administrative office is in Milan, Via Arcivescovo Calabiana, 6.

Save The Duck third Sustainability Report has not been audited by an independent third party.

OUR STAKEHOLDERS

Identifying and prioritizing Company Stakeholders are fundamental steps for the subsequent selection of the most relevant sustainability aspects on which to focus the contents of the Sustainability Report.

On the basis of the analysis of Company structure, business activities, value chain and network of relationships around the Company, Save The Duck different Stakeholders have been mapped, which, through the involvement of management, have been classified according to the following criteria:

- **influence on Save The Duck:** ability of the stakeholder to influence the strategic or operational decisions of the Company;
- **Save The Duck dependence:** level of dependence of the stakeholder on the organization choices, products and activities.



¹⁷. Save The Duck 2019 Sustainability Report refers to Save The Duck S.p.A.. The Company, which started out as Forest S.r.l., changed its name to Save The Duck S.r.l. in 2018 and, subsequently, in 2019 became a joint-stock Company.

This analysis allowed us to assign a level of priority to the different categories of Stakeholders, with whom Save The Duck, in carrying out its activities, promotes various communication and dialogue initiatives with the aim of consolidating relationship of mutual trust and continuous comparison.

The following table shows the main communication channels active with the categories of Stakeholders identified as priorities and the main issues on which the dialogue with the Company is established.

STAKEHOLDER	THEMES/EXPECTATIONS EXPRESSED BY STAKEHOLDERS	TYPE OF INVOLVEMENT ACTIVITIES
EMPLOYEES	The issues that are most discussed within employees are related to care and management of the employment relationship and brand development.	Employees are constantly involved by sharing information on Company performance, establishing a continuous dialogue and holding meetings and consultations between the different corporate functions.
MEDIA	The discussion topics are mainly related to the company's approach to sustainability trends in the sector and the measurement of environmental impacts throughout the production process.	The relationship with the media is maintained through regular discussions and press releases, in which the Company presents its sustainable solutions, the use of innovative materials and information about the production of 100% animal free garments.
FINAL CUSTOMERS	The issues on which end customers are asking for more details are mainly related to the use and impacts of microfibers and the innovative features of Save The Duck collections (e.g. recycled materials).	End customers' involvement is mainly through customer service activities on the main social networks (i.e. Facebook, Instagram).
ONLINE COMMUNITY / INFLUENCER	-	Periodical communications.

STAKEHOLDER	THEMES/EXPECTATIONS EXPRESSED BY STAKEHOLDERS	TYPE OF INVOLVEMENT ACTIVITIES
CONTROL BODIES AND LEGISLATORS	The expectations expressed mainly relate to the compliance of Save The Duck activities with current legislation and industry regulations.	With a view to transparency, the Company established channels of continuous dialogue and exchange of information with control bodies and the legislator, in order to constantly adapt its practices to current legislation, following the applicable best practices.
SHAREHOLDERS	Shareholders' expectations relate to the governance structure and management of the Company, as well as its financial results.	In addition to institutional channels and written communications, the Company established opportunities for discussion and exchange of information on the Company management and performance with its shareholders.
INVESTORS	The most relevant issues for investors concern the financial performance of the Company and its profitability.	The Company established channels of continuous dialogue and exchange of information with its investors, such as the organization of meetings and the dissemination of periodic reports, in order to provide updates on the financial situation and economic trends of the sector and the Company.
CAPITAL PROVIDERS	The most relevant issue for capital providers appears to be the financial performance of the Company.	The Company established channels for continuous dialogue and exchange of information with its capital providers, such as organizing meetings and issuing periodic reports, in order to provide updates on the financial situation and economic trends of the sector and the Company.

MATERIAL ISSUES

Identifying the material sustainability issues on which to focus the reporting is a key step in preparing the Sustainability Report according to the *Global Reporting Initiative Sustainability Reporting Standards* (GRI Standards for short).

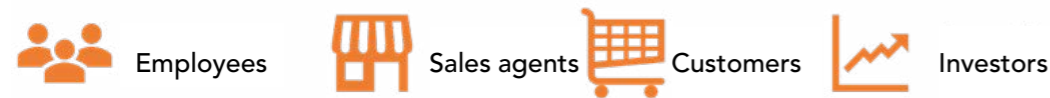
For this reason, for the first edition of the Sustainability Report, Save The Duck carried out an initial mapping of the sustainability issues potentially relevant to the Company on the basis of a series of preliminary activities (benchmarking, media analysis, sector trend analysis), of the contributions received from the various Company departments and of the aspects proposed by the GRI Standards. Subsequently, with the aim of identifying **material issues** among the potentially relevant topics, the Company conducted a **materiality analysis**, i.e. it assessed the various sustainability issues according to their relevance for the Company and its Stakeholders, as required by the chosen reporting standard

In particular, for the 2018 edition of the Report, a workshop was held with top management during which its members sorted sustainability issues based on **relevance to Save The Duck**, taking into account not only their own perceptions, but also the Company formal commitment to the issues under analysis, corporate priorities and the organization main areas of environmental, economic and social impact.

For the determination of the relevance of sustainability issues from a stakeholder perspective, the results of the preliminary analyses were taken into account, in particular:

- a **benchmarking** analysis of comparable Italian and international companies operating in the clothing sector, which has enabled us to understand which sustainability issues they deal with most in their public documents;
- an analysis of the **relevance of the media and public opinion** with regard to sustainability issues, through a survey of the main events concerning Save The Duck, considering articles in both local and international newspapers;
- analysis of **sustainability trends at a global level**, through a mapping of the sustainability issues most considered by the main stock exchanges, sustainability rating agencies (DJSI, MSCI, etc.), international organizations (GRI, World Economic Forum, etc.) and government institutions (EU, UN, etc.);
- the analysis of **pressures in the field of sustainability** for the textile and clothing **sector**, through the reconnaissance of the issues most dealt with in the publications of the main sector and category associations (The Ellen MacArthur Foundation, European Clothing Action Plan, Camera Nazionale della Moda, etc.) and some international organizations (RobecoSam, SASB, etc.).

In order to update the materiality analysis, for the second and third edition of the Sustainability Report, Save The Duck provided for consultations with the management functions with regard to the relevance of sustainability issues according to the Company perspective and the performance of preliminary desk analyses with reference to the relevance of sustainability issues for Stakeholders. For the third edition, in order to update the relevance according to Stakeholders, internal and external Stakeholders were directly involved for the first time, with the aim of receiving their point of view regarding the relevance of the topics identified by Save The Duck. Involvement was carried out through questionnaires dedicated to each category of the following Stakeholders:

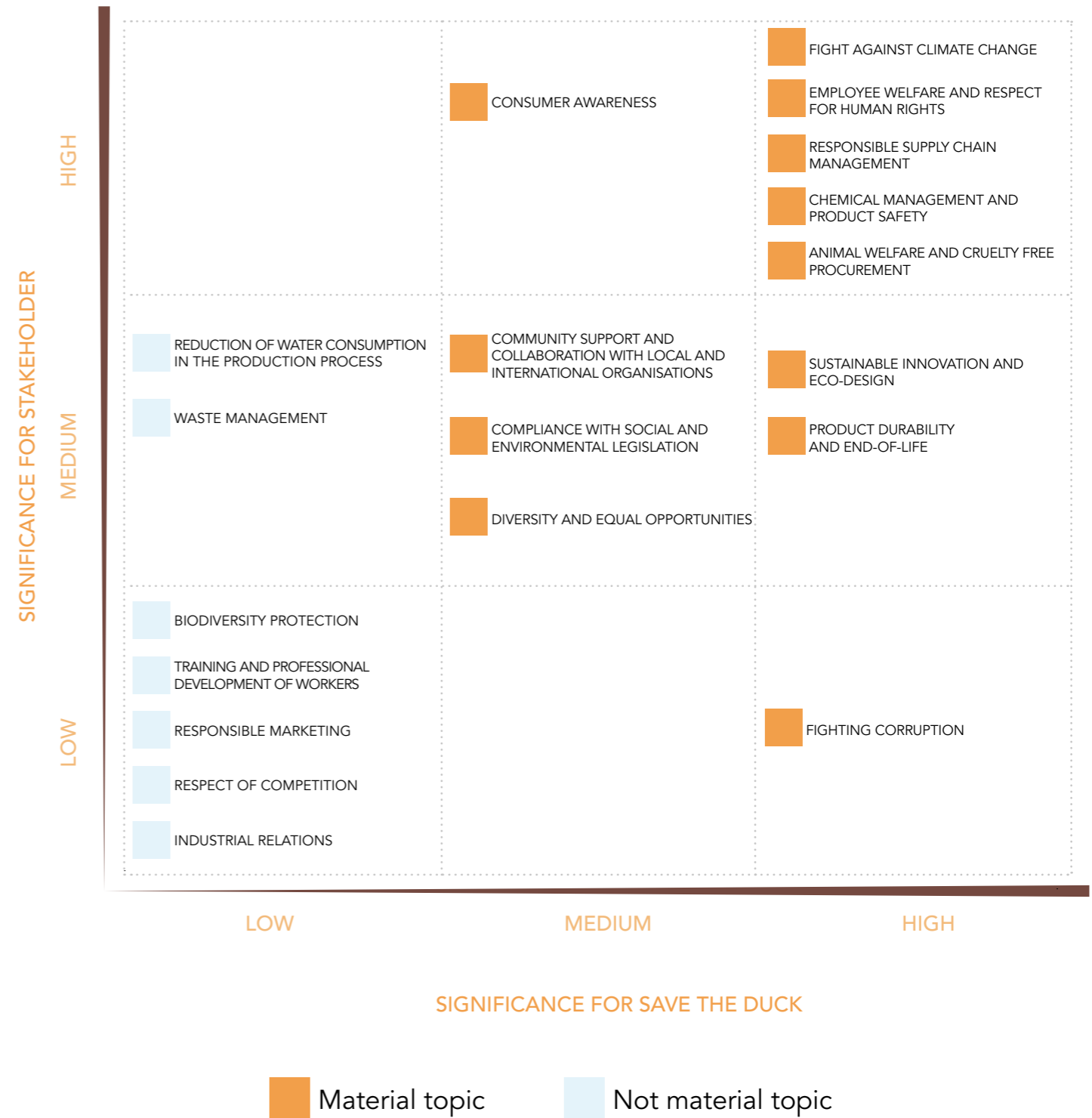


The result of this process is represented through the Materiality Matrix.

As shown in the figure, the material aspects on which the contents of the Sustainability Report are focused, i.e. the issues that are simultaneously relevant for Save The Duck and its stakeholders, are:

- **environmental issues** associated with production processes, as well as with products and their use: sustainable innovation and eco-design; combating climate change; animal welfare and cruelty-free sourcing; chemicals management and product safety; durability and end-of-life;
- **the topic most closely related to customers and end consumers:** consumer awareness;
- issues relating to Save The Duck relationships with its **employees** and the **community**: community support and collaboration with local and international organizations; employee welfare and respect for human rights; diversity and equal opportunities; anti-corruption; compliance with social and environmental legislation;
- Save The Duck **supply chain** issues and respect for **human and labour rights**: responsible supply chain management; employee welfare and respect for human rights.

MATERIALITY MATRIX



The following table lists the GRI Topics that are material to Save The Duck and its stakeholders, the corresponding scope in terms of impact and any limitations to reporting due to the unavailability of data on the scope outside the organization.

GRI MATERIAL TOPICS	Material aspect reporting boundary		Boundary reporting limitations	
	Internal	External	Internal	External
	MATERIALS	Save The Duck	Suppliers of processing and raw materials	-
ENERGY	Save The Duck	Suppliers	-	Reporting partially extended to suppliers
EMISSIONS	Save The Duck	Suppliers	-	Reporting partially extended to suppliers
SOCIAL EVALUATION OF SUPPLIERS	Save The Duck	-	-	-
ENVIRONMENTAL EVALUATION OF SUPPLIERS	Save The Duck	-	-	-
FORCED OR COMPULSORY LABOUR	Save The Duck	Suppliers of processing and raw materials	-	-
HEALTH AND SAFETY AT WORK	Save The Duck	Suppliers of processing and raw materials	-	Reporting partially extended to suppliers of processing and raw materials
OCCUPATION	Save The Duck	-	-	-
DIVERSITY AND EQUALITY	Save The Duck	-	-	-
MARKETING AND LABELLING	Save The Duck	-	-	-
CONSUMER HEALTH AND SAFETY	Save The Duck	-	-	-
ECONOMIC PERFORMANCE	Save The Duck	-	-	-
FIGHT AGAINST CORRUPTION	Save The Duck	-	-	-
SOCIO-ECONOMIC COMPLIANCE	Save The Duck	-	-	-

Principles for content definition and quality assurance of the Report

In accordance with the GRI Standards, the principles used to define the contents of this Report are as follows :

- **Completeness:** the Report aims to cover the main social, economic and environmental issues, allowing stakeholders to assess Save The Duck sustainability performance as comprehensively as possible;
- **Sustainability context:** the performance reported here is framed within the broader sustainability context of Save The Duck business;
- **Stakeholder inclusiveness:** the introductory chapter outlines the Company main stakeholders and the engagement methods implemented;
- **Materiality:** the contents of the Report, as reported above, are based on the concept of materiality and therefore include the topics (as defined by GRI Standards) most relevant to the Company and its Stakeholders.

Also consistent with the reporting standard, the following principles were applied to ensure the quality of the content: accuracy, reliability, clarity, comparability, balance, and timeliness.

The reporting process and calculation methodologies

The qualitative and quantitative social, environmental and economic-financial information contained in this Sustainability Report was collected through direct interviews with the heads of the various Company departments and by sending special data collection forms, according to an annual reporting process. The following are the main calculation methods and assumptions for the performance indicators reported, in addition to those already indicated in the Report.

- For the calculation of the health and safety indices, accidents that resulted in at least one day absence are taken into account, excluding commuting accidents. In particular, the accident frequency index was calculated as follows:
Frequency index = number of accidents at work/hours worked*1,000,000.

- For environmental data, where not available, conservative estimation approaches were used, which led to the selection of assumptions associated with the least positive environmental performance for the Company.
- The calculation of greenhouse gas emissions was carried out using the following formula: activity data (kWh of electrical energy) multiplied by the respective emission factor.
- The emission factors and GWPs used to calculate GHG emissions are as follows:
 - For the calculation of direct greenhouse gas emissions (Scope 1), the kilometers travelled in the year by cars in the company fleet were estimated using a conservative estimation approach and conversion factors from the "Defra - Department for Environment, Food and Rural Affairs" database (2018-2019-2020).
 - For the calculation of indirect greenhouse gas emissions (Scope 2), the emission factors published by the Terna group in the document "International comparisons" (2017-2018) and by the Association of Issuing Bodies in the "European Residual Mixes" (2018-2019) were used.
 - For the calculation of other indirect GHG emissions (Scope 3), where not directly provided by the transport company, conversion factors from the "Defra - Department for Environment, Food and Rural Affairs" database were used (2018-2019-2020).

For further information on this document, please contact:

Save The Duck
info@savetheduck.com

5.4 DETAILED TABLES OF GRI INDICATORS

3. WE LOVE NATURE

GRI 301-1: MATERIALS

SAVE THE DUCK BRAND	U.M.	2019 collections produced in 2018		2020 collections produced in 2019		2021 collections produced in 2020	
		Materials used	% recycled materials	Materials used	% recycled materials	Materials used	% recycled materials
SYNTHETIC FIBRES	m	1,696,135	5%	1,870,755	6%	1,634,215	7%
THERMAL INSULATION Panel padding	m	29,893	92%	41,492	89%	44,871	80%
THERMAL INSULATION Synthetic padding	kg	140,834	4%	134,511	4%	126,597	15%
BADGE	n.	532,731	-	452,069	-	679,525	-
SNAP AND BUTTONS	n.	494,534	-	430,628	-	890,303	-
ZIPPERS	n.	1,651,223	-	1,782,195	-	1,873,835	-
OTHER PLASTIC COMPONENTS	n.	255,824	-	226,950	-	559,759	-

GANESH ¹⁸ BRAND	U.M.	2021 collection produced in 2020	
SYNTHETIC FIBERS AND COTTON	m	75,795	
<i>of which Oeko-tex certified</i>	%	74%	
<i>of which GOTS and/or BCI certified</i>	%	40%	

18. For Ganesh, only production figures are available for the year 2020.

GRI 302-1: ENERGY

ENERGY CONSUMPTION	U.M.	2018	2019	2020
FUEL USED FOR COMPANY FLEET*	GJ	202.1	202.3	121.8
ELECTRICITY	GJ	241.5	379.2	414.3
Offices	GJ	209.6	244.2	209.3
Stores**	GJ	31.9	135.0	205.0
Total energy consumption	GJ	443.6	581.5	536.1

*Save The Duck corporate fleet consists of one owned and three leased vehicles. Of these, two are hybrid models with electric plug-in. As we do not have precise data with reference to kWh consumption in the year, consumption has been estimated on the basis of kilometers travelled.
 **Milan Solferino store was opened in September 2018, while Hong Kong and Venice stores were opened in August and September 2019 respectively. Milan Cordusio store was opened in September 2020.

GRI 305-1, 2 AND 3: GHG EMISSIONS SCOPE 1, 2 AND 3

CO _{2e} EMISSIONS	U.M.	2018	2019	2020
DIRECT EMISSIONS (SCOPE 1)	ton CO _{2e}	26.3	40.8	6.9
fuel-related emissions for company cars	ton CO _{2e}	26.3	25.6	6.9
emissions related to refrigerant gas leaks from air-conditioning system	ton CO _{2e}	0	15.2	0
INDIRECT ENERGY EMISSIONS (SCOPE 2) – LOCATION BASED	ton CO _{2e}	25.4	41.0	45.3
emissions related to the purchase of electricity from the national grid	ton CO _{2e}	25.4	41.0	45.3
INDIRECT ENERGY EMISSIONS (SCOPE 2) – MARKET BASED	ton CO _{2e}	33.3	52.6	57.2
emissions related to the purchase of electricity from the national grid	ton CO _{2e}	33.3	52.6	57.2
OTHER INDIRECT EMISSIONS (SCOPE 3)	ton CO _{2e}	753.6	538.4	488.5
emissions related to by land transport of products	ton CO _{2e}	112.8	45.1	99.6
emissions related to by sea transport of products	ton CO _{2e}	68.3	140.0	192.5
emissions related to by air transport of products	ton CO _{2e}	572.4	353.3	196.4
Total emissions	ton CO _{2e}	805.2	620.3	540.7

4. WE CARE FOR PEOPLE

GRI 102-8: TOTAL NUMBER OF EMPLOYEES BY CONTRACT TYPE, GENDER AND GEOGRAPHICAL AREA

TYPE OF CONTRACT	GENDER	GROUP			ITALY			CHINA			USA
		2018	2019	2020	2018	2019	2020	2018	2019 ¹⁹	2020	2020
PERMANENT	Woman	27	38	42	19	25	29	8	13	13	0
	Man	10	12	14	8	10	11	2	2	2	1
TEMPORARY	Woman	4	5	12	4	2	6	0	3	6	0
	Man	0	0	3	0	0	0	0	0	3	0
Total		41	55	71	31	37	46	10	18	24	1

GRI 401-1(a): TOTAL NUMBER AND RATE OF NEW EMPLOYEES HIRES BY GENDER

GENDER	U.M.	2019	2020
WOMEN	N. %	16 29%	16 23%
MEN	N. %	4 7%	5 %
Total	N. %	20 36%	21 %

TYPE OF CONTRACT	GENDER	GROUP			ITALY			CHINA			USA
		2018	2019	2020	2018	2019	2020	2018	2019 ²⁰	2020	2020
FULL - TIME	Woman	27	36	44	19	23	31	8	13	13	0
	Man	9	12	14	7	10	11	2	2	2	1
PART - TIME	Woman	4	7	10	4	4	4	0	3	6	0
	Man	1	0	3	1	0	0	0	0	3	0
Total		41	55	71	31	37	46	10	18	24	1

GRI 401-1(b): TOTAL NUMBER AND RATE OF EMPLOYEE TURNOVER BY GENDER

GENDER	U.M.	2019	2020
WOMEN	N. %	5 9%	5 7%
MEN	N. %	2 4%	0 0%
Total	N. %	7 13%	5 7%

^{19, 20} 2019 figures for China have been restated from the 2019 Sustainability Report.

4. WE CARE FOR PEOPLE

GRI 403-9: OCCUPATIONAL ACCIDENTS AND ACCIDENT INDICES

OCCUPATIONAL ACCIDENTS	U.M.	2018	2019	2020
NUMBER OF ACCIDENTS AT WORK	n.	1	0	0
ANNUAL WORKING HOURS	hours	63,977	82.330	95.540
FREQUENCY INDEX	n./hours	15.6	0	0

GRI 405-1: EMPLOYEES COMPOSITION BY QUALIFICATION, GENDER AND AGE GROUP

QUALIFICATION AND GENDER	AGE RANGE	2019	2020	
DIRECTORS	<i>WOMEN</i>	< 30 years	9.1%	7.0%
		from 30 to 50 years	0.0%	0.0%
		> 50 years	1.8%	1.4%
	TOTAL WOMEN	3.6%	1.4%	
	<i>MAN</i>	< 30 years	0.0%	0.0%
		from 30 to 50 years	3.6%	2.8%
> 50 year		1.8%	2.8%	
TOTAL MEN	5.5%	5.6%		
MANAGER	<i>WOMEN</i>	< 30 years	14.5%	12.7%
		from 30 to 50 years	0.0%	0.0%
		> 50 year	9.1%	8.5%
	TOTAL WOMEN	9.1%	8.5%	
	<i>MEN</i>	< 30 years	0.0%	0.0%
		from 30 to 50 years	5.5%	4.2%
> 50 year		0.0%	0.0%	
TOTAL MEN	5.5%	4.2%		
EMPLOYEES	<i>WOMEN</i>	< 30 years	76.4%	80.3%
		from 30 to 50 years	9.1%	19.7%
		> 50 year	5.7%	45.1%
	TOTAL WOMEN	65.5%	66.2%	
	<i>MEN</i>	< 30 years	3.6%	1.4%
		from 30 to 50 years	1.8%	2.8%
> 50 year		7.3%	9.9%	
TOTAL MEN	10.9%	14.1%		
TOTAL EMPLOYEES	<i>WOMEN</i>	< 30 years	100%	100%
		from 30 to 50 years	9.1%	20.0%
		> 50 year	63.6%	55.7%
	TOTAL WOMEN	78.2%	77.1%	
	<i>MEN</i>	< 30 years	5.5%	1.4%
		from 30 to 50 years	1.8%	2.8%
> 50 year		16,4%	16.9%	
TOTAL MEN	21,8%	23.9%		

5.5 CONTENT INDEX

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
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102-3 Location of headquarters		12-15	
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102-5 Ownership and legal form		13	
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102-7 Scale of the organization		12-15	
102-8 Information on employees and other workers		90-91	
102-9 Supply chain		42; 104-105	
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102-11 Precautionary Principle or approach		The Group does not apply the precautionary principle	
102-12 External initiatives		16-19; 42-45; 108-109	
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102-14 Statement from senior decision-maker		7	
ETHICS AND INTEGRITY			
102-16 Values, principles, standards, and norms of behaviour		20-25	
GOVERNANCE			
102-18 Governance structure		20-21	

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
GENERAL DISCLOSURES			
STAKEHOLDER ENGAGEMENT			
GRI 102: GENERAL DISCLOSURES 2016	102-40 List of stakeholder groups with whom the organisation engages	117-119	
	102-41 Collective bargaining agreements	In 2020 all the Italian employees are covered by the National collective bargaining agreement; in China the employment relationship is regulated by the Chinese law.	
	102-42 Identifying and selecting stakeholders	117-119	
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GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
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MATERIAL TOPIC

GRI 200 - ECONOMIC PERFORMANCE INDICATORS

ECONOMIC PERFORMANCE

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	16-17; 44-45; 108	
	103-3 Evaluation of the management approach	16-17; 44-45; 108	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	18-19	

ANTI-CORRUPTION

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	20-21	
	103-3 Evaluation of the management approach	20-21	
GRI 205: ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	20-21	

GRI 300 - ENVIRONMENTAL PERFORMANCE INDICATORS

MATERIALS

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	52-59	
	103-3 Evaluation of the management approach	52-59	
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	68; 70; 72	
	301-2 Recycled input materials used	68; 70; 72	
	301-3 Reclaimed products and their packaging materials	During the last 3 years, Save The Duck didn't activate any process of reclaiming of its products after use.	

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
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MATERIAL TOPIC

GRI 300 - ENVIRONMENTAL PERFORMANCE INDICATORS

ENERGY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	78-85	
	103-3 Evaluation of the management approach	78-85	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	79	

EMISSIONS

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	78-85	
	103-3 Evaluation of the management approach	78-85	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	80-81	
	305-2 Energy indirect (Scope 2) GHG emissions	80-81	

SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	82-83; 104-105	
	103-3 Evaluation of the management approach	82-83; 104-105	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain and actions taken	104-105	

GRI STANDARDS	DISCLOSURE	REFERNCE	OMISSIS
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MATERIAL TOPIC

GRI 400 - SOCIAL PERFORMANCE INDICATORS

OCCUPATIONAL

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	90-101	
	103-3 Evaluation of the management approach	90-101	
GRI 401: OCCUPATIONAL 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	95	

OCCUPATIONAL HEALTH AND SAFETY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	90-101	
	103-3 Evaluation of the management approach	90-101	
GRI 403: SALUTE E SICUREZZA SUL LAVORO 2018, MANAGEMENT APPROACH	403-1 Occupational health and safety management system	90-101	
	403-2 Hazard identification, risk assessment, and incident investigation	90-101	
	403-3 Occupational health services	90-101	
	403-4 Worker participation, consultation, and communication on occupational health and safety	90-101	
	403-5 Worker training on occupational health and safety	90-101	
	403-6 Promotion of worker health	90-101	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	90-101	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-9 Work-related injuries	132	

GRI STANDARDS	DISCLOSURE	REFERNCE	OMISSIS
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MATERIAL TOPIC

GRI 400 - SOCIAL PERFORMANCE INDICATORS

FORCED OR COMPULSORY LABOUR

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	99; 104-105	
	103-3 Evaluation of the management approach	99; 104-105	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	104	

SUPPLIER SOCIAL ASSESSMENT

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	82-83; 104-105	
	103-3 Evaluation of the management approach	82-83; 104-105	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-2 Negative social impacts in the supply chain and actions taken	104-105	

CUSTOMER HEALTH AND SAFETY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	61	
	103-3 Evaluation of the management approach	61	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	61	

GRI STANDARDS	DISCLOSURE	REFERNCE	OMISSIS
MATERIAL TOPIC			
GRI 400 - SOCIAL PERFORMANCE INDICATORS			
MARKETING AND LABELLING			

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	54-55; 58-59	
GRI 417: MARKETING AND LABELLING 2016	103-3 Evaluation of the management approach	54-55; 58-59	
	417-1 Requirements for product and service information and labelling	Save The Duck provides information about the origin and composition of products as per current regulations. The information concerning the certifications of the materials used can be consulted on the e-commerce page of the Company website.	

TOPICS NOT COVERED BY GRI DISCLOSURE

SUSTAINABLE PRODUCT INNOVATION

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	120-125	
	103-2 The management approach and its components	52-73	
	103-3 Evaluation of the management approach	52-73	



WE RESPECT ANIMALS.

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