

## WE COMMIT TO THE FUTURE

Our business growth is the means for a greater goal: to create positive impact for people and the environment in which we operate.

We set our own pace, we respect the pace of the Planet and we feel the connection between them. Our ethics and principles guide us to create value in the long-run.

### 1. CODE OF ETHICS

The Code of Ethics, together with the Organisation, Management and Control Model (Legislative Decree 231/01) adopted by Save The Duck, are the pillars of Save The Duck's governance system. The ethical values and the principles of business conduct which constantly inspire the Company activity are declined in this document.

Both the Company and its employees are guided towards stakeholders by the inspiring values of the welfare of human beings, the respect for animals, the development of sustainability (environmental and social); and the integrity and compliance with the laws.

Find the Code of Ethics [here](#)

### 2. ORGANISATION MODEL

The Organisation, Management and Control Model is a document that forms part of the supervisory infrastructure required under Italian Legislative Decree 231/2001. The Model aims to prevent crimes and administrative offenses; it also provides an indispensable guide for all employees and collaborators, setting out clear codes of conduct, control schemes and measures to prevent crimes and corrupt practices as far as possible.

The company formally adopted its Organisation Model according to Legislative Decree 231/2001 by resolution of the Board of Directors on 20 December 2018

Supervisory obligations have been assigned to a Supervisory Body (OdV), currently composed of two members external to the company and an internal one, committed to respecting the characteristics of professionalism, continuity of action, autonomy and independence.

For any reports to the Supervisory Body, please write to following address: [OdV@savetheduck.com](mailto:OdV@savetheduck.com)

Find the Organization Model [here](#)

### 3. SUSTAINABILITY PLAN

The 3 years Sustainability Plan represents the execution of Save The Duck's commitment to deliver sustainable products through responsible business.

The plan allows us to identify the specific objectives, monitor the development status of ongoing projects and update our targets for a continuous and constant improvement process.

Our ultimate goal is the reduction of environmental impacts, up to the achievement of a positive impact on the system in which we operate and the safeguarding of the workers' well-being at all levels.

With the Sustainability Plan we want to communicate to our stakeholders our vision, values, strategies and actions which would be useful to their achievement.

Save The Duck's vision is to integrate sustainability into the environmental and social aspects of our business model, pursuing the following guidelines:

- Applying principles and practices of sustainability and circular economy, designing fully recyclable products, recycling materials and components coming from suitable sources with low

environmental impact and respectful of social and ethical aspects;

- Consolidating a responsible and supportive business model, where all the parties involved in the supply chain offer their own contribution and reap the benefits of the business activity;

- Continuing to create animal-free products, virtuous from an environmental and social point of view in their life cycle, to satisfy the customer's needs;

- Designing long-life products with reduced environmental impact, which will lead us, as soon as possible, to achieve the goal of zero-emissions of climate-changing gases (GHG);

- Reducing the use of natural resources through, for example, the use of energy from renewable sources, the reduction of energy consumption and the environmental impact of waste water originating in the production cycle;

- Promoting and strengthening supply chains that respect the rights and well-being of workers, guaranteeing virtuous productive environments, in which every human being can find professional fulfilment in exercising their activity;

## **TO CLOSE THE LOOP**

Our commitment is to create fashion in a sustainable way. To this extent, we push to change the system by continuing to rethink our way of making products from a circular perspective, by finding innovative solutions to meet our challenges: pushing our boundaries to make our products fit the world we live in today and for a respectful and sustainable future.

We respect the planet as our home and it is to be safeguarded with passion through concrete actions. Our vision is a driving force to a constant, concrete commitment which influences all our strategic choices.

Our vision, strategy and 3 year-long projects are built on three pillars:

### *WE RESPECT THE ENVIRONMENT*

The raw materials that we use are strictly animal-free, recycled and of biological origin and are sourced from suitable purchasing sources. Our products are made privileging the use of energy from renewable sources and we continuously improve the production and distribution processes to minimise the environmental impact of the entire supply chain and the safety of the final customer.

### *WE RESPECT PEOPLE*

We want to have a positive impact on the people who work with us; workers' well-being and protection are essential values; for this purpose it is fundamental for us to maintain long lasting relationships, of equal and mutual collaboration with the companies of our production chain.

### *WE ARE FAIR, EQUAL AND INNOVATIVE*

We respect in our daily actions the inspiring values at the base of our mission: to create fashionable garments, with useful technological solutions and life cycle approach, which are symbolic of our respect for the environment, workers and fairness of relations in the production system and the chain of supply that made them.