CHEMICAL MANAGEMENT POLICY

Approved on November 9, 2026 by the Chief Executive Officer of Golden Goose S.p.A.

GOLDEN GOOSE



INDEX

01 Introduction

02 Scope of application

03 Governance of the Policy

04 Policy statement and commitment

05 Non-compliance management

06 Continuous monitoring



01 Introduction

Golden Goose S.p.A. (hereinafter also 'Golden Goose' or 'the Company'), in line with its values of responsibility, quality and respect, recognizes the responsible management of chemical substances as a strategic element of its journey towards an ethical and lower environmental impact business.

In this context, Golden Goose is committed to minimizing the impacts associated with the use of chemicals in production processes, while promoting the protection of the health and safety of workers, consumers, and the environment.

Through this Policy, the Company defines guidelines, minimum requirements and responsibilities for chemicals management, consistent with the stated commitment in the **ZDHC Commitment** and the **Supplier Code of Conduct**, aimed at fostering:

- compliance with the **MRSL ZDHC v.3.1** and **Wastewater & Sludge Guidelines versione 1.0**
- the **traceability** of the chemicals used
- **continuous improvement** of environmental performance throughout the supply chain
- the **promotion** of a corporate and supply chain **culture** based on safety, transparency and responsible innovation.

Golden Goose bases its activities on the ethical principles and rules of conduct defined in its **Code of Ethics** and applicable corporate policies. This Policy must therefore be read in conjunction with these documents, including the **Supplier Code of Conduct**, the **Environmental Policy**, and the relevant internal procedures.

In line with its journey of continuous improvement, Golden Goose has joined the **ZDHC Roadmap to Zero Programme** (ZDHC) program as a Signatory Brand, progressively adopting its reference tools, methodologies, and standards.

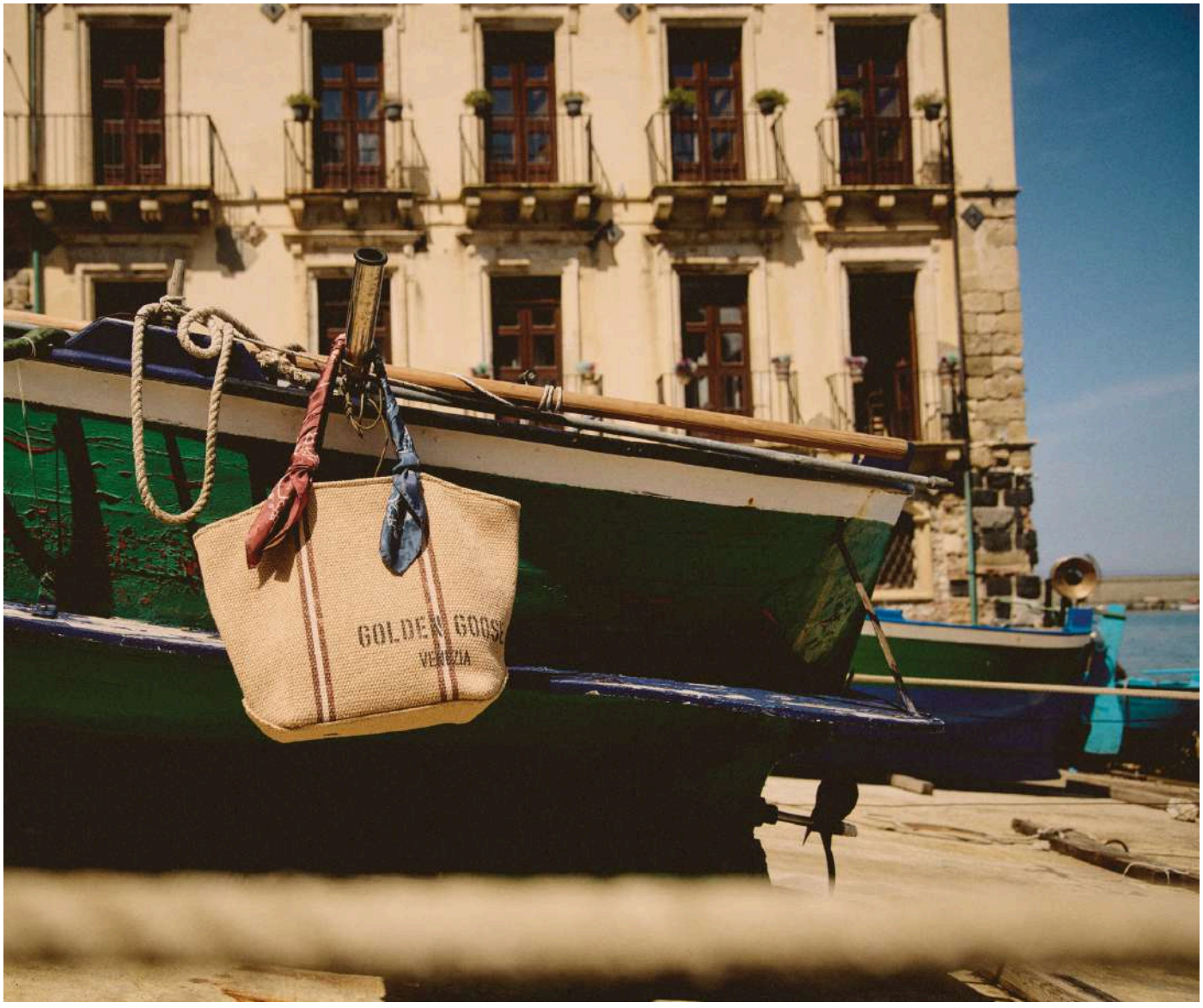


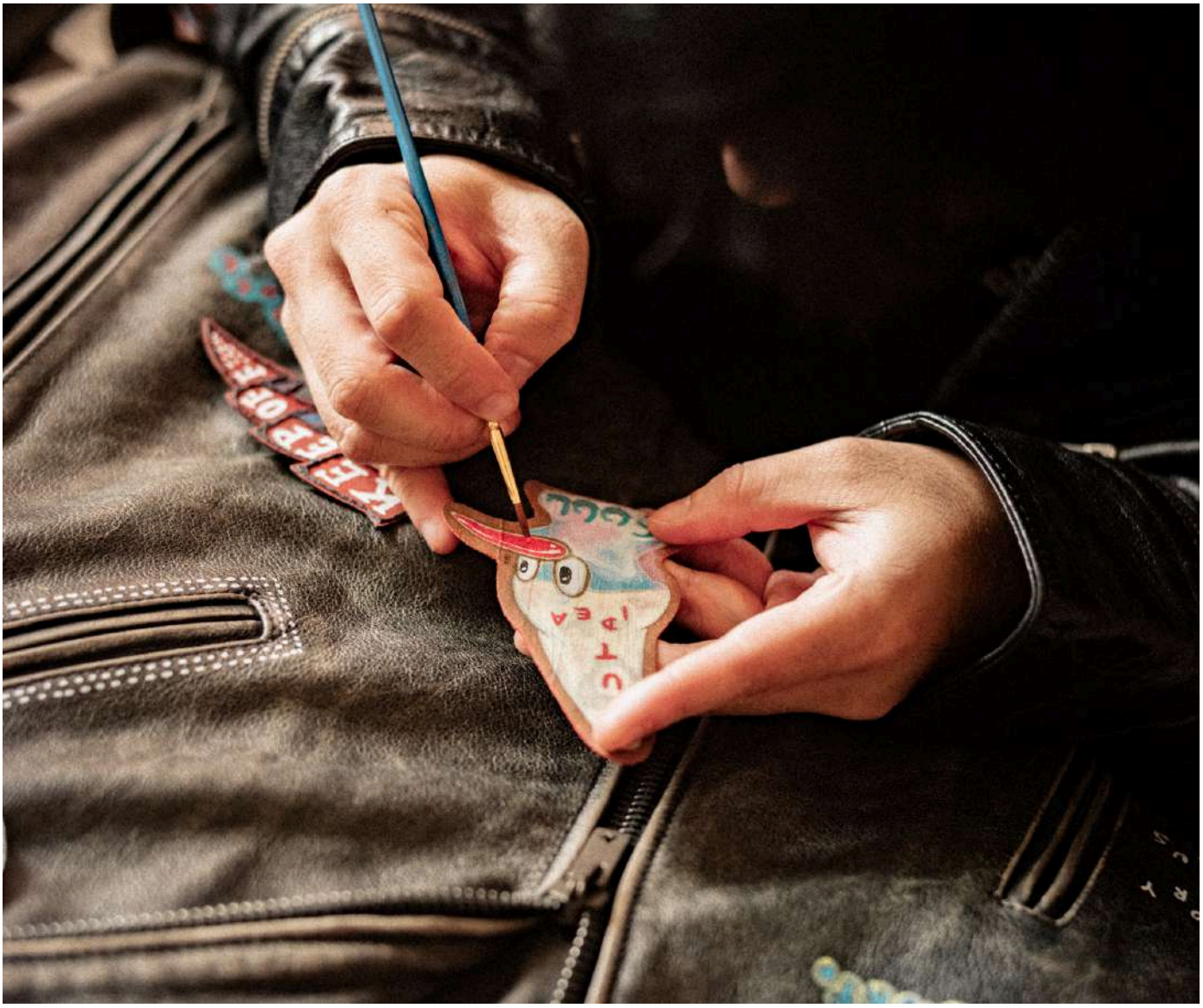


02 Scope of application

This Policy applies to all parties involved in the manufacturing and supply of Golden Goose products, including activities carried out by the Company's subsidiaries, direct suppliers, sub-suppliers, and subcontractors involved in production processes, as well as parties providing raw materials, components, semi-finished goods, and finished products.

It is made available to interested stakeholders and may be periodically updated to reflect regulatory developments, international standards, technological innovations and industry best practices.



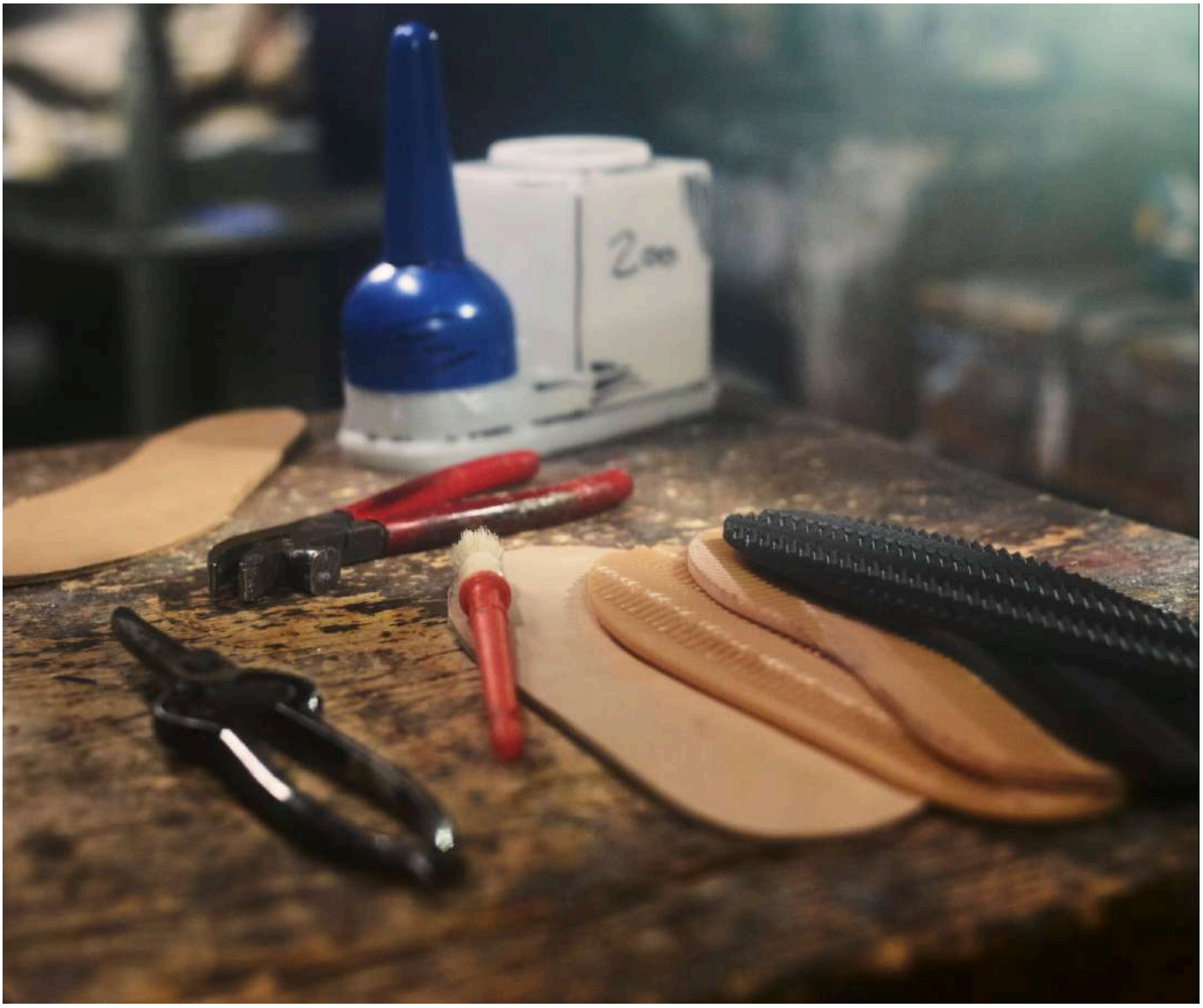


03 Governance of the Policy

The implementation and monitoring of the requirements included in this Policy are entrusted to a cross-functional team, supported by other departments, composed of the following functions:

- **Product Compliance** Department: responsible for product compliance and verifying adherence to the PRSL
- **Vendor Management** Department: responsible for the gradual integration of the ZDHC requirements in the supplier qualification processes
- **Sustainability** Department: supports the other aforementioned departments in the management and implementation of the ZDHC program.





04 Policy Statement and commitment

Recognizing responsible chemical management as a strategic element of its sustainability journey, Golden Goose has adopted a Chemical Management System (hereinafter also referred to as the 'System'), which, through its ZDHC Commitment, Code of Ethics, Supplier Code of Conduct, and Environmental Policy, is based on the principles of the ZDHC Programme and is structured around three main areas of intervention:

- **Input**: responsible selection and management of chemicals used in production processes
- **Process**: implementation of procedures, controls, and operational practices aimed at safety, regulatory compliance, and reducing environmental risks
- **Output**: monitoring the impacts arising from production processes, with particular focus on water discharges, air emissions and waste.

Golden Goose promotes, within its production processes and throughout its supply chain, compliance with and respect for applicable laws and regulations regarding chemical management, occupational health and safety, environmental protection, emissions, and water discharges.

To support the gradual implementation of the System, Golden Goose requires its suppliers, where applicable, to:

- register on the **ZDHC Gateway**[1] e **ZDHC Academy** platforms
- maintain an updated inventory of chemicals, track the minimum requirements set by the **Template Chemical Inventory List ZDHC**, and verify compliance with **ZDHC MRSL v.3.1** through the ZDHC Gateway - Chemical Module
- adopt **purchasing/usage procedures** for chemicals that include the assessment of their compliance with applicable law and their compliance 'Level' with the ZDHC MRSL
- produce at least one **Performance InCheck Report** per year on the chemicals used in the relevant production processes
- ensure the compliance of materials, components, and finished products with the requirements contained in Golden Goose's Product Restricted Substances List[2] (PRSL), as well as with applicable regulations regarding restricted substances, including the provisions of the EC Regulation[3] and REACH concerning SVHCs[4] (Substances of Very High Concern)
- progressively achieve the **Certificate Level** set out by the Supplier to Zero V1.0 program (Level 1 o 2)
- perform at least **one wastewater test per year**, referring to ZDHC[5]-approved laboratories and follow the instructions provided in the **Wastewater & Sludge Guidelines version 1.0**
- review and follow the guidelines provided in the **ZDHC Air Emissions Guidelines version 1.0**, which define the expectations and best practices for managing air emissions in activities related to the leather, footwear, fashion, and accessories sectors.

Golden Goose promotes the adoption by its suppliers of the Supplier to Zero program and of their respective tools (including ZDHC Gateway, InCheck Reporting, Academy). Furthermore, as part of a gradual and shared journey aimed at fostering responsible chemical management and continuous improvement, the Company supports collaboration, training, technical support, and ongoing monitoring activities throughout the supply chain.

[1] Free platform (invitation-only access) for consulting chemicals compliant with the ZDHC MRSL.
[2] For details on technical requirements, restricted substances, applicable limits, and verification methodologies, please refer to the Golden Goose PRSL and its related updates periodically published by the Product Compliance Department.
[3] Please refer to: Si rimanda al link: https://echa.europa.eu/home
[4] See the 'Candidate List' at: http://echa.europa.eu/en/candidate-list-table
[5] Please refer to: https://experts.roadmaptozero.com/#clearStream



05 Non-compliance management

The methods for verifying compliance with Golden Goose's PRSL for finished products and raw materials are defined in dedicated internal procedures.

Suppliers are required to ensure that processes, materials, components, and finished products are safe, compliant with regulations and chemical compliance requirements defined by Golden Goose, meet applicable technical and quality specifications, and are manufactured using production processes consistent with the principles of the ZDHC program.

In the event of any non-compliance is detected, Golden Goose will conduct a structured assessment of the event and, at its discretion, determine the most appropriate actions for the management and resolution of such non-compliance, in accordance with its internal standards, applicable ZDHC requirements, and current and applicable legislation.





06 Continuous monitoring

Golden Goose encourages suppliers to implement structured chemical management Systems, periodically monitor their effectiveness, and update operational procedures and practices in line with the evolution of applicable standards and industry's best practices.

Furthermore, it requires the supply chain to share any timeline to adjust to the required standards and to carry out internal audit and verification activities, formalized and aimed at the monitoring and continuous improvement of existing Chemicals Management Systems.





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