

HEALTH AND SAFETY POLICY

GOLDEN GOOSE



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01 Introduction

Golden Goose Group (hereinafter also referred to as Golden or the Group) promotes the creation of a work environment that is not only comfortable and engaging, but also safe and conducive to the physical and mental well-being of its people. It does so by making health and safety fundamental pillars of its daily actions and by fostering a corporate culture that prioritizes the protection and promotion of people's health and safety in all its forms.

As a leading luxury brand, Golden Goose's success is rooted in solid foundations, namely the excellence of its people who, with their daily passion and dedication, share and transmit the Group's values around the world: pursuing the 'perfect imperfection', the balance between innovation and craftsmanship, the freedom to express one's creativity and entrepreneurial spirit, and the inclusion of everyone in the Group's journey.

Golden Goose is committed to safeguarding the health and safety of anyone who comes into contact with the Group, from its people to suppliers, customers, and visitors. Firmly convinced that ensuring high standards of health and safety is everyone's responsibility, Golden Goose expects its people to exercise the utmost care in ensuring that every activity is carried out in full compliance with the health and safety laws and regulations in force in the countries where it operates.

In turn, assuming full responsibility for ensuring respect for others and adherence to the most stringent standards of health and safety, Golden Goose is committed to developing and maintaining a certified occupational health and safety management system in accordance with the UNI EN ISO 45001:2018 standard and to defining a progressive implementation plan for its extension to all countries of operation, with a view to continuous improvement.





02 Recipients of the Health and Safety Policy

This Health and Safety Policy applies to all Golden Goose facilities (corporate offices, warehouses, production sites, and retail stores) in every country in which the Group operates and to all aspects of its business activities, in line with the progressive implementation plan of the occupational health and safety management system certified as per the UNI EN ISO 45001:2018 standard.

The Recipients of this Policy are Golden Goose's people, external collaborators, and all stakeholders interacting with the Group, including suppliers, customers, and the general public.

The Group strongly believes that, in order to effectively build and maintain a culture of health and safety across the value chain, it is essential to collaborate with suppliers and partners. These parties are therefore required to adhere to and adopt the health and safety principles and requirements set forth in both the Code of Ethics and the Supplier Code of Conduct, which they are expected to sign at the onset of their commercial relationship with Golden Goose.





03 The 'Golden' approach

As an integral part of its occupational health and safety management process, and to further strengthen its already deeply embedded culture of safety, Golden Goose has committed itself to ambitious objectives aimed at eliminating or minimizing the frequency of workplace accidents and the occurrence of occupational diseases.

This Health and Safety Policy centers on three main areas: knowledge and competence; engagement and leadership; and continuous improvement. Knowledge is fueled by the engagement of relevant parties in the development of qualified competencies, delivering training while promoting accountability and awareness, which in turn ensures the continuous improvement of health and safety performance.

Golden Goose is committed to:

- ensuring **compliance** with the strictest international standards, with all applicable national and local regulatory obligations in the countries in which it operates, and with the commitments made on a voluntary basis
- establishing a health and safety **governance system** and allocating the resources required to implement safety measures
- duly considering and meeting the safety **needs and expectations** of its people and their representatives, in line with Group requirements
- providing healthy and safe working conditions aimed at **preventing accidents and occupational diseases** and at minimizing their frequency, as well as that of injuries, hazards, and emergency situations, also by providing adequate personal protection equipment and comfortable ergonomic furnishings
- safeguarding the **physical safety and integrity** of its people, ensuring they are protected from physical and verbal aggression and that the Group's spaces are completely safe and accessible
- conducting periodic **inspections and assessments** of health and safety risks, both actual and potential, that may pose a threat to its people, implementing prevention and protection measures as well as timely corrective actions
- protecting its people's **well-being and mental health** by regularly monitoring work-related stress and supporting them in achieving personal work-life balance (including through flexible and remote work, concierge services, and parenting support services)
- promoting the **training** and continuous education of its people to enhance their awareness of risks and hazards.



04 Implementation and control

04.1 IMPLEMENTATION OF THE POLICY

Compliance with safety principles, standards, and procedures is a mandatory requirement for anyone working with or for Golden Goose. Considering its people and the Recipients of this Policy an active part of its health and safety management system, the Group has created dedicated channels and opportunities for dialogue to encourage their engagement, consultation, and participation in decision-making processes through their representatives, while raising awareness by means of ad hoc informational activities.

For Golden, it is crucial to listen to the opinions and requests of its people, which is why the latter are encouraged to actively participate in initiatives aimed at achieving continuous improvement in the Group's health and safety management and performance system, and in the creation of a healthy workplace that ensures everyone's well-being.

The Group provides its people with regular training, both compulsory and optional, covering updates in health and safety legislation and regulations, the prevention of and response to adverse events, and the correct use of personal protection equipment and machinery.

To ensure that the Health and Safety Policy is accessible to all Recipients, it is adequately disseminated through various means, including publication on the corporate intranet.

Management is responsible for overseeing the implementation of this Policy so as to eliminate hazards and reduce health and safety risks; establishing adequate controls for workplace maintenance; and ensuring that people are provided with appropriate safety equipment as needed.





The Group's Prevention and Protection System, established at central level with the support of several corporate functions, allows monitoring and documenting the proper implementation of the health and safety standards in place. Management is also committed to maintaining this Policy by keeping it active, operational, and updated, which entails its periodic revision as well as allocating the human, financial, and technical resources required to implement and monitor the UNI EN ISO 45001:2018 management system.

Golden Goose has put in place a formalized reporting procedure that enables its people subject to this Policy to report accidents, whether actual or potential (the latter being the so-called 'near misses'), as well as actual or alleged Policy violations, thus making them accountable and directly involving them in the improvement of the health and safety management system.

04.2 NON-COMPLIANCE

In order to ensure Recipient compliance with this Policy, Golden Goose relies on its Health and Safety function and Ethics Committee to receive and respond to comments, questions, or complaints relating to the health and safety management system.

Any Recipient of this Policy in possession of information regarding the commission of crimes or practices not in line with the rules and principles of conduct set forth herein may submit a non-compliance report, anonymously or otherwise, as per Golden Goose's Whistleblowing Policy.

REFERENCE DOCUMENTS

This Policy is part of a broader framework of policies and procedures adopted by Golden Goose in relation to health and safety, applied both within the organization and across the value chain, including the following:

- Code of Ethics
- Supplier Code of Conduct
- Environmental Policy
- Human Rights Policy.



This Policy has been adopted
on November 23, 2022
following approval
of the CEO of Golden Goose S.p.A.

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