

# SUPPLIER CODE OF CONDUCT

**GOLDEN GOOSE**



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# 01 Introduction

## 01.1 THE 'GOLDEN' APPROACH

Golden Goose S.p.A. (hereinafter Golden Goose) strives to establish supplier partnerships that are based not only on the technical and qualitative excellence and reliability manufactured, but also (and above all) on shared social, ethical, and environmental values and principles, fostering a responsible supply chain that stands for and protects the environment and human rights.

As expressly stated in its Code of Ethics, Golden Goose is committed to ensuring full adherence to the values of social responsibility, environmental protection, and the preservation of human rights across its value chain. This Supplier Code of Conduct (hereinafter the Code) contributes to such commitment by serving as a means to share the expectations and the standards – in terms of **labor and human rights, environmental protection, product quality and safety, and business ethics and integrity** – that must be met, on the one hand, to maintain a business relationship with Golden Goose; on the other, to create a supply chain that ensures fair and safe working conditions, utmost respect for the environment and natural ecosystems, and compliance with applicable local, national, and international laws, regulations, and standards.

By upholding and promoting the principles of sustainable business contained in this Code, Golden Goose aims to build lasting relationships based on shared values that enable the achievement of high-quality standards.

Golden Goose has embraced the Ten Principles of the UN Global Compact (UNGC) and joined the United Nations' call to action on the 2030 Agenda for Sustainable Development.

This Supplier Code of Conduct is meant to be read in conjunction with the following corporate policies and guidelines, which set out Golden Goose's social, ethical, and environmental expectations towards the Golden Family:

- the Model 231 as per Italian Legislative Decree 231/2001
- the Inclusion & Belonging Act
- the Health and Safety Policy
- the Environmental Policy
- the Community Empowerment Guidelines..

To ensure the protection of human rights and the environment, and the promotion of ethical business practices, to the fullest extent possible, this Code is consistent with the principles of the main international standards, regulations, and conventions, including:

- the United Nations (UN) Universal Declaration of Human Rights (UDHR)
- the International Covenant on Civil and Political Rights (ICCPR)
- the International Covenant on Economic, Social and Cultural Rights (ICESCR)
- the UN Guiding Principles on Business and Human Rights
- the Conventions of the International Labour Organization (ILO)
- the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD)
- the Charter of Fundamental Rights of the European Union
- the Italian Legislative Decree 231/2001 (for operations in Italy)
- the UN Women's Empowerment Principles (WEPs)
- the UN Convention on the Rights of the Child
- the Fashion Industry Charter for Climate Action under the UN Framework Convention on Climate Change (UNFCCC)
- the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES).

## **01.2 RECIPIENTS OF THE SUPPLIER CODE OF CONDUCT**

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This Supplier Code of Conduct applies to all suppliers of goods and services – including sub-suppliers, contractors, subcontractors, and business partners (hereinafter collectively referred to as Suppliers) – that have or may have a business relationship with Golden Goose. To ensure full collaboration in the establishment of a more responsible and transparent supply chain, all Suppliers are required to communicate, share, and disseminate the contents of this Code both internally, within their organizations, and externally, throughout their respective supply chains, and thus ensure compliance with the principles, values, and provisions outlined herein by employees, sub-suppliers, and subcontractors alike.

## **01.3 COMPLIANCE WITH APPLICABLE LAWS AND REGULATIONS**

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Suppliers must adhere to all applicable local, national, and international laws in areas such as, but not limited to, labor and human rights, ethics and integrity, health and well-being, equal opportunities and inclusion, environmental protection, animal welfare, product quality and safety, and the management of emergency situations such as pandemics.

It should be noted that the minimum requirements set forth in this Code may be more stringent than local laws and regulations. In such cases, Suppliers are required to comply with the more restrictive provisions contained herein. However, should compliance with this Code violate local regulations or guidelines, Suppliers must ensure conformity with the latter while promptly informing Golden Goose.





## 02 Labor and human rights



Golden Goose recognizes the utmost importance of promoting and protecting fundamental human and labor rights throughout its value chain. As part of its zero-tolerance approach, the Company expects its Suppliers to uphold the commitments, values, and principles of this Code, as outlined below and described in further detail in Golden Goose's Code of Ethics.

## 02.1 CHILD LABOR

Suppliers must uphold and respect children's rights and prohibit the use of child labor, which is defined as any form of work performed by a person younger than 15 years of age, or younger than the minimum age for admission to employment under local laws if this age is higher than 15<sup>1</sup>.

The Company will not tolerate the use of child labor in any activities across its value chain. Suppliers are therefore required to verify the age of workers prior to hiring them, terminate employment in the event of non-compliance with the aforementioned provisions, and promptly address any other actual or potential Code violations, bearing in mind that younger employees should never be exposed to hazardous substances or extreme working conditions, including night shifts and/or overtime hours.

## 02.2 FORCED OR BONDED LABOR

Suppliers must reject and prohibit any form of forced or compulsory labor, defined as work that a person is coerced to perform under the menace of penalty<sup>2</sup>, intimidation, or retaliation. Suppliers must not require employees to pay for their employment. Employees must always be granted freedom of movement and control over their travel and personal identification documents, and have the right to terminate their employment relationship without any fear of reprisal.

Golden Goose condemns and will not tolerate human trafficking, migrant smuggling, or any other form of modern slavery within its supply chain. If employing migrant workers, defined as individuals who perform or have performed a paid activity in a country of which they are not citizens, Suppliers are required to comply with all applicable regulations to ensure freedom of movement as well as inclusive and non-discriminatory selection, recruitment, and remuneration processes. They are also required to provide workers with clear and transparent information on their rights.

1. As per ILO Conventions No. 138 on Minimum Age and No. 182 on the Worst Forms of Child Labor; the UN Convention on the Rights of the Child; and the Children's Rights and Business Principles developed by UNICEF, the UN Global Compact, and Save the Children.

## 02.3 DISCRIMINATION AND EQUAL TREATMENT

Suppliers must foster an inclusive work environment that respects individual differences and promotes self-expression, free from any form of discrimination on the basis of gender, sexual orientation, ethnicity, race, disability or medical condition, age, cultural or social background, religion or belief, personal or political opinion, social or marital status, pre-natal, maternity or paternity status, or any other form of diversity.

Suppliers must guarantee equal opportunities at all stages of the employment relationship<sup>3</sup> – be it recruitment, development and training, remuneration, promotion, a disciplinary procedure, termination, or retirement – and ensure that any consideration or decision regarding the employees working at their facilities is based solely on merit and talent, free from any form of bias.

Suppliers must strictly prohibit and fight discriminatory practices on any grounds. They are also encouraged to provide additional support to female workers in order to better balance their professional and personal goals.

## 02.4 ABUSE, VIOLENCE, AND HARASSMENT

Suppliers must reject any kind of physical, verbal, sexual, or psychological harassment, abuse, offense, threat, humiliation, intimidation, or punishment in the workplace, ensuring employees are always treated with dignity and respect. Labor discipline must never be enforced through verbal abuse or physical aggression (such as pushing, kicking, slapping, or any other form of physical assault).

Suppliers are required to adopt a zero-tolerance approach towards behaviors that go against such principles, implementing disciplinary measures as needed and, in the most serious cases, pursuing criminal charges in line with local regulations.

2. As per ILO Fundamental Conventions No. 29 on Forced Labor and No. 105 on the Abolition of Forced Labor.

3. As per ILO Fundamental Convention No. 111 on Discrimination (Employment and Occupation).

## 02.5 FAIR COMPENSATION

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Suppliers must provide fair compensation to employees for hours worked, including overtime, in accordance with national laws and collective labor agreements (if available and more favorable). In any case, compensation must not be less than the legal minimum wage or the industry's standard rate, whichever is higher.

Suppliers must also ensure that no employee is paid below the living wage, therefore ensuring that the wage for a standard workweek can adequately cover the worker's basic expenses and allow for some discretionary income. The amount of compensation must be clearly communicated to employees prior to the start of employment, and stated in writing in the employment contract in a language they understand. Wages must be commensurate with the employees' level of education, qualifications, experience, and skills, guaranteeing equal pay for equal work and eliminating differences in compensation based on gender or other discriminatory biases. Remuneration packages should also include bonuses and welfare systems that contribute to the employees' well-being.

## 02.6 WORKING HOURS

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Suppliers are required to comply with all applicable legal requirements (and, if available, collective labor agreements) regarding working hours.

Moreover, they must respect the employees' right to set working hours, rest breaks during the day, weekly rest, and paid annual leave, reflecting their commitment to reducing safety risks associated with long shifts and to ensuring a proper work-life balance. Temporary adjustments to these requirements may be allowed during seasonal peaks, with the understanding that overtime work must always be exceptional and fairly compensated.

## 02.7 FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

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Suppliers must respect employees' fundamental right to freedom of association and collective bargaining, as well as their right to be represented by labor organizations<sup>4</sup>, maintaining an open and constructive dialogue with trade unions and employee representatives in line with applicable laws and the principles of transparency and independence.

Suppliers must refrain from imposing disciplinary measures, sanctions, or any form of retaliation against employees for organizing or taking part in lawful strikes in compliance with ILO principles and national labor laws. Suppliers are also required to act responsibly when managing company reorganizations (including closures, new openings, and restructuring), also by engaging in constructive negotiations with employee representatives as needed.

## 02.8 EMPLOYMENT PRACTICES

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Suppliers must ensure an engaging and enriching work environment that provides employees with growth and development opportunities. Suppliers are therefore encouraged to promote continuous learning and training focusing on both technical and soft skills, so as to enable personal growth and career advancements.

Suppliers must respect employees' right to privacy, in full compliance with legal requirements. This means they are required to keep employee records confidential and accessible only to authorized personnel, preventing information from being exploited for discriminatory or unlawful purposes.

Suppliers must respect employees' freedom of expression, opinion, and information, ensuring that no employee is subject to discrimination, intimidation, or retaliation because of political, personal or professional opinions.

4. As per ILO Fundamental Convention No. 87 on Freedom of Association and Protection of the Right to Organise; ILO Convention No. 98 on the Right to Organise and Collective Bargaining; and ILO Convention No. 135 on Workers' Representatives.

## 02.9 OCCUPATIONAL HEALTH AND SAFETY

Suppliers are required to undersign and uphold the health and safety principles and requirements set forth in this Code and in both the Code of Ethics and Health and Safety Policy of Golden Goose. They must also ensure compliance with the most stringent national and international standards, laws, and regulations, and with voluntary standards and commitments pertaining to health and safety. Suppliers are strongly advised to implement an occupational health and safety management system in line with international standards, preferably UNI EN ISO 45001:2018 certified, and to establish a robust framework of responsibilities, policies, and procedures to address and meet the health and safety needs and expectations of employees.

Suppliers must ensure safe and healthy working conditions aimed at preventing and minimizing the risk of injuries, accidents, hazards, and emergency situations. To this end, Suppliers should conduct periodic inspections and risk assessments to identify actual or potential health and safety hazards that may pose a risk to employees, implementing adequate prevention, protection, and mitigation measures accordingly. To promote a culture of health and safety across the value chain, Suppliers are encouraged to provide employees with comprehensive training beyond mandatory requirements, focusing on, but not limited to, the latest legislative updates and the proper use of machinery and equipment.

## 02.10 LOCAL COMMUNITIES

Suppliers are encouraged to contribute to the economic and social development of the local communities and territories in which they conduct their business, hire their workforce, and extract and/or source raw materials, with particular attention to developing countries and nations where human rights and the environment are at greater risk. Suppliers are required to respect local laws, cultures, and practices and adapt to local customs and traditions whenever possible. Suppliers are also expected to pay particular attention to the needs of minorities and vulnerable groups, including indigenous populations.





## 03 Environmental protection

Considering the importance of involving Suppliers in the transition towards a more responsible supply chain, Golden Goose encourages them to adopt behaviors aimed at reducing environmental impact, fighting climate change, protecting ecosystems, and restoring natural resources. Suppliers are expected to uphold the commitments, values, and principles of this Code, as outlined below and described in further detail in Golden Goose's Environmental Policy and Guidelines on Animal-Derived Materials.

### 03.1 ENVIRONMENTAL COMPLIANCE AND MANAGEMENT SYSTEM

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Suppliers must ensure compliance with all national and international laws, regulations, and requirements pertaining to environmental matters. They are also encouraged to implement sound policies and procedures that enable the monitoring and continuous improvement of environmental performance over time. The implementation of an environmental management system certified as per international standards (such as ISO 14001, ISO 50001 or EMAS) is strongly recommended, especially for manufacturing processes of large scale and/or associated with significant environmental impacts.

### 03.2 CLIMATE CHANGE AND ENERGY EFFICIENCY

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Suppliers are encouraged to transition to low-carbon technologies and equipment that enhance energy efficiency and reduce impacts on climate change, and to switch to certified renewable energy sources where feasible.

As regards logistics, preference should be given to low-carbon transport modes and route optimization.

Suppliers are expected to implement appropriate measures and action plans to identify the areas within their value chains most exposed to climate-related risks, and address any actual or potential negative impacts on the environment and communities.

As part of Golden Goose's commitment to monitoring and disclosing the direct and indirect energy consumption and related emissions of its value chain, Suppliers are encouraged to track such information through adequate data collection systems and to provide it promptly to Golden Goose upon request.



### **03.3 BIODIVERSITY AND ECOSYSTEMS**

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Suppliers are encouraged to promote the responsible use of natural resources with the aim of protecting biodiversity and regenerating natural ecosystems, also by giving preference to business partners committed to advancing innovation in materials that have a lower impact on biodiversity loss.

Suppliers are encouraged to demonstrate a strong commitment to zero illegal deforestation and zero deforestation in high-risk areas. They are also required to collaborate with Golden Goose to ensure the full traceability of key raw materials used in the Company's collections, which means providing accurate and updated data upon request.

### **03.4 WATER RESOURCES**

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Suppliers must comply with all applicable national and international regulations and requirements on water withdrawal, discharge, and consumption, especially in water-stressed areas. They are also encouraged to implement water management systems in line with best available technologies to reduce and optimize water consumption. Indeed, Suppliers are expected to reduce water consumption and waste at every stage of their production processes and across their respective value chains. They must also manage wastewater responsibly, carrying out all necessary controls and assessments to prevent the potential contamination of surface and groundwater due to the discharge of chemical substances used in production processes.

### **03.5 WASTE MANAGEMENT**

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Suppliers are expected to commit to reducing waste in production processes. They should also make every effort to avoid unnecessary waste by enhancing the recycling and reuse of production scraps and faulty products. To this end, Golden Goose fosters mutual collaboration in exploring and seeking new circular and restorative solutions for the alternative use of waste.

Suppliers are also encouraged to provide adequate training to their employees, particularly production line workers, to spread awareness of best practices regarding waste reduction and disposal.





# 04 Product responsibility



Golden Goose promotes the responsible design, development, and manufacture of products. It therefore requires Suppliers to ensure the highest standards of product quality and health and safety; the full traceability of the materials, components, and products used; and respect for animal welfare. Suppliers are expected to uphold the commitments, values, and principles of this Code, as outlined below and described in further detail in Golden Goose's Product Restricted Substances List (PRSL).

#### 04.1 PRODUCT QUALITY AND SAFETY

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Suppliers must ensure compliance with all applicable laws and regulations on the health and safety of products and materials, as with generally recognized industry standards and any safety requirements contractually agreed upon. Suppliers must also comply with the requirements, standards, and procedures outlined in Golden Goose's Raw Material and Finished Product Performance Requirements Manual, including but not limited to those regarding the ecotoxicological and mechanical properties of specific adult and children's products.

#### 04.2 CHEMICAL SUBSTANCES

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Suppliers must ensure compliance with the most stringent national and international standards on the presence of chemicals in products, including but not limited to the EU REACH<sup>5</sup> Regulation, the Chinese GB Standards, the US CPSIA<sup>6</sup>, the Japanese Industrial Standards (JIS), and the Zero Discharge of Hazardous Chemicals (ZDHC) Programme. They must also commit to limiting the presence of chemical substances in raw materials and finished products that may pose a threat to human health or the environment. To this end, Suppliers are required to undersign and comply with Golden Goose's Product Restricted Substances List (PRSL), which contains a detailed list of prohibited or limited substances and applies to all stages of production. Suppliers must also ensure that all of their sub-suppliers and subcontractors receive and comply with the PRSL as well.

Suppliers must guarantee compliance with the PRSL requirements at all stages of production and for all batches of materials and finished products. In order to verify compliance with the PRSL, Golden Goose will carry out seasonal testing campaigns. The testing process is carried out by Golden Goose with the support of independent specialized laboratories, and is tailored based on the product's development phase, category, manufacturing stage, target audience, and market.



5. Registration, Evaluation, Authorization, and Restriction of Chemicals.

6. Consumer Product Safety Improvement Act.

### 04.3 PRODUCT SUSTAINABILITY

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Suppliers are expected to source raw materials (leather, textile fibers, paper, metals, etc.) from traceable sources and from countries that respect human rights, animal welfare, and sensitive ecosystems. Where feasible, Suppliers are required to transition to more environmentally friendly materials, such as those that are certified, recycled, or reclaimed, have lower environmental impacts, and/or are processed with natural substances.

As part of Golden Goose's commitment to not sourcing materials from conflict zones, Suppliers must investigate and provide the Company with information on the origin of the raw materials sourced, used, and supplied, and commit to interrupting trade relationships with any subcontractors operating in such conflict areas. Suppliers are therefore required to provide Golden Goose with a complete list of the subcontractors within their supply chains, specifying the location of every facility involved as well as the source of the key raw materials used.

### 04.4 PACKAGING AND PLASTICS

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Suppliers are encouraged to reduce the impacts of primary and secondary packaging by adopting innovative solutions aimed at reducing the quantity of materials used and at making the packaging itself more durable, reusable, and easy to disassemble and recycle. Suppliers shall give preference to mono-materials from low-impact, recycled, and/or renewable sources, while reducing the use of conventional packaging over time.

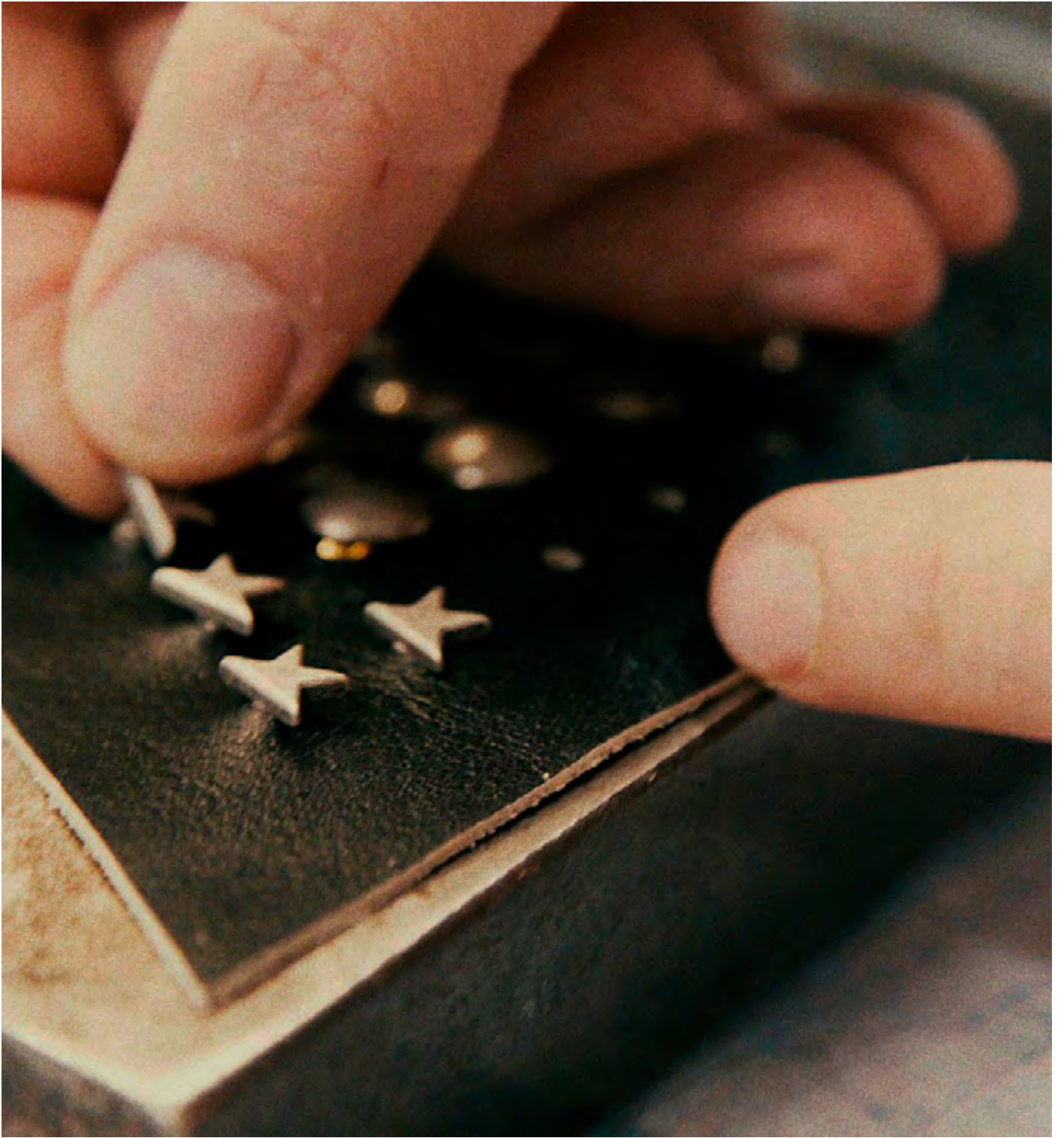
With specific reference to plastics, Suppliers are required to minimize the use of single-use plastics, not only with regard to raw materials and product packaging, but also in overall daily operations (e.g., cutlery, bottles, etc.). Indeed, Suppliers are strongly advised to adopt a no-plastic approach, prioritizing the purchase of materials from non-plastic, recycled, bio-based, and/or certified sources. In any case, Suppliers are required to comply with applicable laws and regulations on the disposal and recycling of plastic materials.

### 04.5 ANIMAL WELFARE

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When sourcing raw materials of animal origin, in addition to complying with all applicable animal health and welfare laws and regulations, Suppliers must be strongly committed to ensuring that the materials used were not obtained through cruel breeding and/or harvesting practices, rejecting any form of animal mistreatment or other harmful activities. As stated in Golden Goose's Code of Ethics, Suppliers must also respect the Five Freedoms<sup>7</sup> of animal welfare; not use the skins of endangered animals (as per the CITES Species List and the IUCN Red List), leather from fetal or newborn lambs, angora or other rabbit hair, or wool obtained via mulesing practices; and avoid animal testing in manufacturing processes. Where feasible, Golden Goose will give preference to Suppliers that are Leather Working Group (LWG) certified.

7. As per the Brambell Report published in 1965, the Five Freedoms describe the right to welfare of animals under human control (i.e., subject to intensive farming).





# 05 Business ethics and integrity

Honesty, transparency, fairness, and trustworthiness at all times are the fundamental principles of lasting relationships.

Golden Goose strictly prohibits the falsification of information and misrepresentation of Suppliers' working conditions and practices, which constitute a violation of the requirements outlined below and described in further detail in Golden Goose's Code of Ethics.

### **05.1 TRANSPARENCY AND INTEGRITY**

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Suppliers must guarantee that their activities and those of their partners are conducted in accordance with the highest principles of transparency and integrity. To this end, they must provide Golden Goose with all information necessary to gain an accurate and comprehensive picture of their processes, governance structures, and performance, fostering open collaboration aimed at improving ethical practices along the supply chain.

Suppliers are also required to provide clear and relevant information on the raw materials used, the production facilities involved, and the features of the products and services supplied, refraining from misleading claims, and must promptly notify Golden Goose of any emerging situation that may affect or alter the existing business relationship with the Company.

### **05.2 CORRUPTION**

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Golden Goose strictly prohibits and will not tolerate any form of corruption, be it active or passive, including but not limited to extortion, bribery, embezzlement, fraud, favoritism, or tax evasion, all of which may damage the Company's reputation and undermine its credibility with stakeholders. This prohibition applies to every country in which Golden Goose conducts business, including jurisdictions where such activities are commonly accepted or not prosecuted.

Suppliers are expected to implement all measures necessary to prevent, detect, and address any actual or alleged incidents of corruption across the value chain. Suppliers must refrain from offering illegal incentives (including money, gifts, services, gratuities, donations, sponsorships, or any other form of benefit) to public officials or policymakers with the intent to influence their decisions or obtain advantage or preferential treatment. Similarly, Suppliers must refrain from accepting benefits or other incentives from their business partners, whether offered directly or indirectly via third parties. Lastly, Suppliers must refrain from providing gifts, hospitality or services to Golden Goose employees beyond what may reasonably be expected, in nature and value, in conducting normal business relations.

### **05.3 MONEY LAUNDERING**

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Golden Goose condemns any conduct that could facilitate or indirectly support the receipt, laundering, or use of proceeds, assets, or benefits derived from criminal activities in any form or manner.

Suppliers are required to implement all measures necessary to protect themselves from being exploited for the purpose of money laundering, self-laundering, and the financing of criminal activities or terrorism. These measures include not entering into or continuing business relationships with counterparts suspected of engaging in money-laundering activities or of belonging to criminal organizations; complying with applicable anti-money laundering and anti-organized crime and terrorism laws in all relevant jurisdictions; and ensuring the full traceability of financial flows so as to prevent irregularities and/or the use of funds that may raise concerns about the legality of their origin.

### **05.4 CONFLICT OF INTEREST**

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Guided by the values of honesty, impartiality, and fairness, Golden Goose is committed to adopting all measures necessary to prevent and avoid any situation that may lead to actual or potential conflicts of interest, particularly those that may result in undue favor or advantage. Every business endeavor must be aligned with the Company's interests and contribute to the pursuit of social and sustainable development.

Suppliers must commit to making objective business decisions free from the influence of subjective interests, which may arise due to personal connections with the parties involved or their family members or to the activities being conducted. Suppliers are required to promptly disclose any actual or potential conflict of interest to Golden Goose before entering into a business relationship with the Company.



## 05.5 CONFIDENTIALITY AND PRIVACY

Suppliers are required to respect and maintain the confidentiality of the terms governing their business relationship with Golden Goose, utilizing information provided by the Company solely within the agreed scope of assignments. Suppliers are therefore prohibited from sharing sensitive, confidential, privileged, or classified information with third parties, unless prior written authorization is obtained from Golden Goose. Access to confidential information should be granted only to the Suppliers' employees who are directly involved in the agreed engagement.

Suppliers must act in compliance with all relevant laws and regulations aimed at protecting the privacy of customers, employees, and all stakeholders whose personal data and information is collected and used, both online and offline. Suppliers must commit to handling and storing such data with the utmost attention and care, going beyond mere compliance with legal requirements. They are also required to implement the best available technologies to ensure an adequate level of security of the IT systems used to process the data, and thus the prevention of cybercrimes.

## 05.6 COMPETITION AND INTELLECTUAL PROPERTY

Golden Goose firmly believes in the value of fair, open, and equitable competition, which it considers a driver of economic and social progress within the fashion industry, benefiting all stakeholders.

Suppliers must avoid the abuse of a dominant position and any unlawful agreements or concerted practices with competitors that violate antitrust and competition laws, including but not limited to insider trading, price fixing, agreements to limit production or supply, and collusive bidding. Additionally, Suppliers must ensure compliance with trade restrictions, customs laws, and regulations on the import and export of products and services, and with national and international legislation protecting competition and the free market. As part of this commitment, Suppliers must be willing and prepared at all times to cooperate with competent authorities in any investigation.

Golden Goose is committed to respecting and protecting the intellectual property, trademarks, and copyrights legitimately owned by the Company itself and by third parties, and expects the same commitment from its Suppliers. Suppliers that have been granted the use of Golden Goose's intellectual property (logo, image, brand materials, etc.) must ensure compliance with the contractual terms agreed upon, which explicitly prohibit the unauthorized use and exploitation of the proprietary designs, techniques, and other marks and features that distinguish the Company's exclusive know-how for purposes unrelated to the manufacture of Golden's products. Upon termination of the contractual relationship, Suppliers must destroy, delete or return to Golden Goose any and all written or electronic confidential information, data, and/or trade secrets.





## 06 Implementation and control



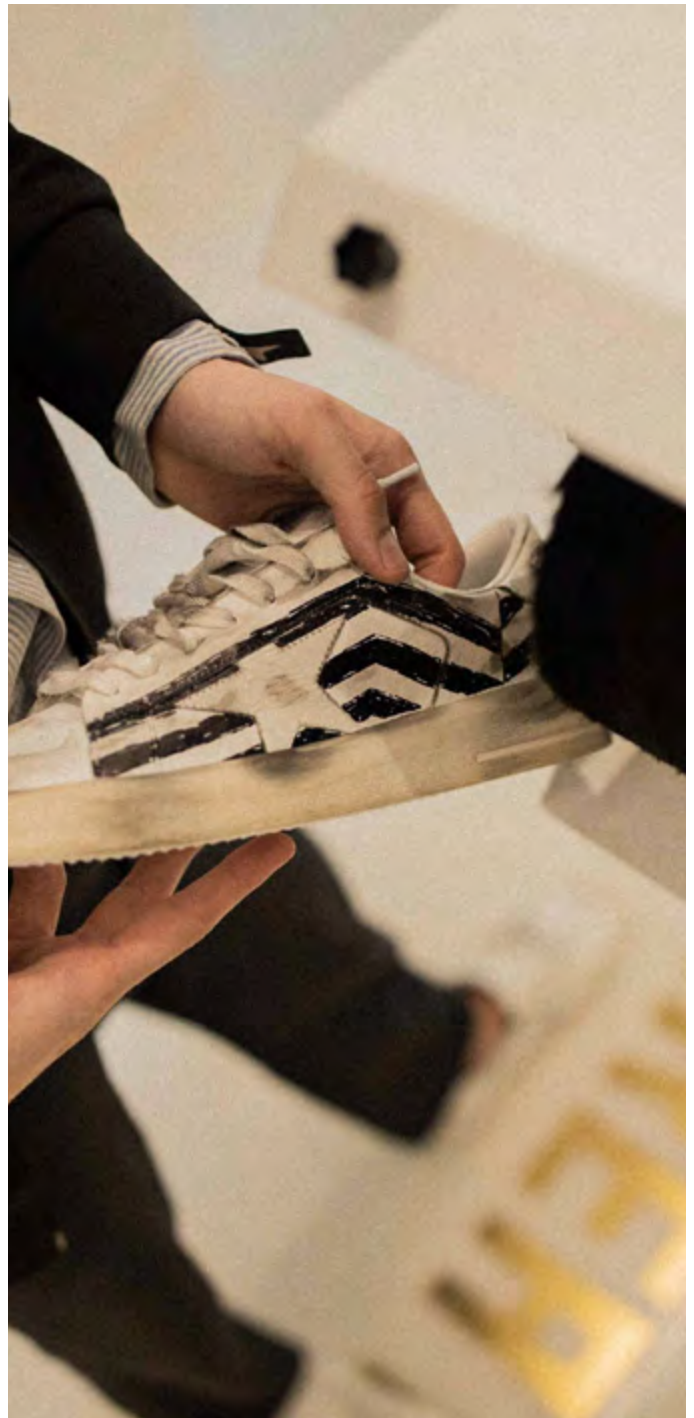
Suppliers must ensure compliance with the values, principles, standards, and rules of conduct set out in this Code. Golden Goose requires Recipients to acknowledge that this Supplier Code of Conduct has been read and accepted, in order to ensure full awareness of its contents. Therefore, all Suppliers (Tier 1) are required to fill out and return to Golden Goose a signed copy of the Supplier Acknowledgment Form available at the end of this Code as proof of acceptance and endorsement of the provisions set forth herein, as per the terms of their contractual agreement with the Company.

Suppliers are also responsible for ensuring compliance with the requirements of this Code across their value chains. They are therefore required to share the Code with their respective management teams, employees, sub-suppliers, and relevant partners – for instance, by making the Code readily available in a visible, accessible, and high-traffic area on their premises, in all languages spoken and understood by employees. It is also their responsibility to ensure that their sub-suppliers (Tier 2) fill out and return a signed copy of the aforementioned Supplier Acknowledgment Form.

In order to ensure the effective implementation of the Code, Suppliers are asked to provide training to their employees at least annually (and to new hires during the onboarding process), so as to familiarize them with its contents and keep them regularly informed about the latest legal, labor, and health and safety standards.

The purpose of this Code is to drive continuous improvement by providing guidance in identifying, assessing, and mitigating social, environmental, and legal risks within the supply chain. It is a means to achieve and maintain high standards of quality and performance and ensure further improvement over time. Recognizing that compliance with this Code may require Suppliers to make adjustments and implement corrective measures, Golden Goose is committed to providing the support needed in their improvement efforts, addressing any doubts or concerns regarding the implementation of the Code. For any inquiries or clarifications, Recipients may refer to the contact information provided later in this document.

Suppliers shall implement the necessary management systems, controls, and governance structures to ensure compliance with applicable laws, regulations, and this Supplier Code of Conduct. They are also required to identify designated members within their management teams tasked with overseeing implementation and compliance accordingly.



## 06.1 MONITORING COMPLIANCE

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Golden Goose is committed to building a resilient and responsible supply chain by working closely with its Suppliers, establishing relationships rooted in respect, open dialogue, and collaboration that lead to mutual benefits and improvement for all.

To foster the implementation of the requirements outlined in this Code, Golden Goose reserves the right to monitor compliance through self-assessment questionnaires to be filled out by Suppliers, as well as on-site audits at their facilities. Audits can be planned or unplanned, and may be conducted by Golden Goose independently or with the support of external specialists.

By signing this Code, Suppliers express their willingness to participate in the self-assessment process and to be subject to audits. During the audit process, Suppliers are required to ensure full access to their buildings, facilities, and warehouses. At each stage of the visit, the inspectors conducting the audit should have the authority to take photographs for reporting purposes and conduct private interviews, while respecting the privacy of the Suppliers' staff at all times. Auditors should also be authorized to review any documentation deemed necessary to verify the well-being of employees and the safety, cleanliness, and hygiene of the premises, including canteens and dormitories. Suppliers must be able to demonstrate the payment of employee contributions and compliance with fiscal requirements through appropriate documentation and record-keeping. Any documentation not available at the time of the audit must be arranged and submitted to Golden Goose as soon as possible.

In the event of severe negligence or non-cooperation at any stage of the audit process, Golden Goose reserves the right to impose penalties and to review, and ultimately terminate, its business relationship with non-compliant Suppliers.

Self-assessment and audit activities will extend to and involve all tiers of the supply chain, so it is essential that all Supplier partners read and sign the clauses of this Code. Indeed, Suppliers will be held responsible for ensuring their sub-suppliers' and subcontractors' adherence to this Code, and will be required to provide relevant documentation during inspections to demonstrate that they are effectively monitoring their business partners.

Based on self-assessment and audit findings, Golden Goose will support Suppliers in developing tailored action plans for the implementation of the corrective measures required to address the non-conformities identified, if any. Suppliers are expected to implement such measures within a reasonable timeframe agreed upon with Golden Goose (based on their scope), and to provide relevant documentation and photographic evidence thereafter proving that the non-conformities have been resolved.

Golden Goose will support Suppliers throughout this improvement process by sharing its expertise, knowledge, and resources, leveraging the long-lasting and collaborative relationships that it shares with them to strengthen the resilience of the entire supply chain. However, it should be noted that, in the event of serious contract or Code violations or repeated failure to implement the suggested corrective measures within the given timeframe, Golden Goose reserves the right to impose penalties and, if necessary, terminate its business relationship with non-compliant Suppliers.



## 06.2 REPORTING CONCERNS AND WHISTLEBLOWING

Golden Goose believes that the creation of a responsible and resilient supply chain requires everyone's contribution. Suppliers are therefore required to monitor the implementation of and compliance with this Code by their employees, sub-suppliers, subcontractors, and partners, and to adopt appropriate policies and mechanisms that enable them to anonymously report concerns regarding alleged illegal or unethical practices, without fear of retaliation or negative consequences.

Furthermore, any Recipient of this Code 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.

To ensure the protection of whistleblowers, Golden Goose implements strict confidentiality measures to protect their identity and the information they disclose, including the identity of the person being reported, and prohibits any form of retaliation against them. Retaliatory behaviors will therefore not be tolerated and will be subject to strict sanctions.

## 06.3 DISCLOSURE, UPDATE, AND REVIEW OF THE CODE

The Supplier Code of Conduct was developed by an internal working group, based on the input and feedback gathered from all relevant business functions, with the support of experts from the Global Compact Network Italy Foundation, who contributed to identifying the most significant topics to be addressed considering Golden Goose's supply chain.

The Supplier Code of Conduct is a living document that is regularly edited and/or updated to ensure consistent high standards and the continued relevance and effectiveness of its contents and implementation. The Code will therefore be subject to periodic revisions in response to changes in laws and regulations, the latest best practices and standards, and the input of stakeholders.

Golden Goose welcomes any suggestions, opinions, or comments regarding this Supplier Code of Conduct, which can be sent via email to [responsible.sourcing@goldengoose.com](mailto:responsible.sourcing@goldengoose.com).



**GOLDEN GOOSE**