

## **GOLDEN GOOSE INCLUSION & BELONGING ACT**

*Commitment to Inclusion in Golden*

Editor: Group Talent Department



# GOLDEN GOOSE

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# GOLDEN GOOSE

## 1. OBJECTIVE

*Your story is our story. Enable everyone to be their Younique self, listening to our family voices.*

We affirm Golden Goose's commitment to fostering equal employment opportunities, human rights and a work environment where everyone feels welcome and included. All differences are enhanced, according to the principle of anti-discrimination. Golden Goose expects that all associates will uphold and advance these standards.

## 2. DIVERSITY & INCLUSION COMMITMENT IN GOLDEN GOOSE

Golden Goose views our talents as an asset. Inclusion has always been essential to our culture where individual and group achievements are encouraged and celebrated. Our goal is to enable everyone to better express their authentic self, regardless of gender, sexual orientation, ethnicity, disability, age, culture or social status.

In Golden Goose *diversity* enables everyone to bring a diverse set of perspectives, specificities and work - life experiences; while *inclusion* expresses a sense of belonging, respect and family.

Fostering our founding Values that are *Familiarity, Positivity, Respect, Quality* and *Success*, Golden is committed to:

- Removing barriers to self-expression and professional growth, designing a workplace where no one is discriminated or harassed, and where human rights, equal treatment and equal opportunities are guaranteed;
- Increasing a sense of belonging by developing an inclusive culture based on listening, understanding and awareness;
- Acknowledging the relevance of work-life balance through a structured setting of benefit programs and related measures;
- Encouraging employees and managerial relationships built on trust and inspiring everyone to be their authentic self;
- Defining specific KPIs to monitor all the achievements and the advancements.

## 3. INCLUSION & BELONGING COMMITTEE

With this purpose, in the Group Talent Department a structure of Diversity, Inclusion & Belonging is established, with the goal to oversee D&I projects globally and improve equal opportunities among all employees worldwide.

Furthermore, an internal Inclusion & Belonging Committee is set up to sponsor, oversee and examine the Diversity & Inclusion strategy as well as assess and monitor the D&I achievements and priorities. The Committee meets twice a year and reports to the Board.

# GOLDEN GOOSE

The Committee is composed as follows:

- Chairwoman;
- Group Chief Talent Officer;
- Diversity, Inclusion & Belonging Manager;
- Group Chief Sustainability Officer;
- Head of Global Communication;
- Global Retail Director.

Fostering an inclusive culture where everyone is valued and enhanced is the responsibility of all members of the Golden Family.