

## The Prada Group obtains Gender Equality Certification

**Milan, 14 January 2026** – As part of its ongoing commitment to diversity, equity & inclusion, Prada S.p.A. is pleased to announce that it has obtained the **UNI/PdR 125:2022 Gender Equality Certification**, confirming the company's dedication to creating an increasingly fair and inclusive workplace.

The certification, issued by Certiquality Srl, was achieved following a multi-phase audit carried out across several company sites and involving measuring, reporting and assessing qualitative and quantitative parameters in **six areas**: recruitment and hiring, career management, pay equity, parenting and caregiving, work-life balance, and prevention of all forms of workplace abuse.

*"We are proud of this result, which represents a fundamental milestone in our growth journey. We believe that fair and inclusive practices must guide all organizations and inspire how work and leadership are shaped to create value"*, said **Lorenzo Bertelli, Prada Group Head of Corporate Social Responsibility**.

*"This recognition reflects our ongoing commitment to sustainability and reinforces a core belief: integrating equity in how we work, support talent and build our culture is essential to creating strong, responsible organizations ready for the future. We are aware of our responsibility to set an example, by fostering an environment where every voice is heard, acknowledged and valued"*, commented **Rosa Santamaria, Prada Group Chief People Officer**.

The certification is a key step in the Group's sustainability strategy, "IMPACT", which is structured around three pillars: Planet, People, Culture. The commitment to People includes initiatives aimed at supporting employees' development, promoting inclusion in the workplace and aligning organizational practices with sustainability goals.

Over the years, this commitment has evolved into concrete actions, including:

- A new **Global Parental Policy**, designed to establish a new international standard and ensure alignment with an evolved parental leave model, providing tangible support for employees and their families.
- Specific **training courses**, designed to help people identify bias and adopt inclusive language that recognizes all identities, contributing to a more welcoming and conscious workplace capable of valuing differences.
- **Global People Culture Forum**, a regular meeting that brings together the global leadership team to encourage open dialogue on the Group's People initiatives, with the goal of monitoring progress, sharing ideas and best practices, and achieving increasingly higher standards on issues concerning employees and their well-being.
- **Drivers of Change**, an internal engagement program created to spread core values and sustainability pillars, enabling employees to connect, share and collaborate across roles and functions to propose projects and ideas that generate positive impact for the organization and its broader communities.

**For further information:**

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**About Prada Group**

Pioneer of a dialogue with contemporary society across diverse cultural spheres and an influential leader in luxury fashion, Prada Group finds its identity on essential values such as creative independence, transformation, and sustainable development, offering its brands a shared vision to interpret and express their spirit. The Group owns some of the world's most prestigious luxury brands, Prada, Miu Miu, Church's, Car Shoe, Versace, the historic Pasticceria Marchesi and Luna Rossa, and works constantly to enhance their value by increasing their visibility and appeal. The Group designs, manufactures and distributes ready-to-wear collections, leather goods and footwear in more than 70 countries through a network of 620 stores as well as e-commerce channels, selected e-tailers and department stores around the world. The Group, which also operates in the eyewear and beauty sector through licensing agreements, has 25 owned factories and 15,529 employees (at June 30, 2025, excluding Versace).