

PRADA GROUP SUSTAINABILITY POLICY



COMMITMENT

Due to a natural inclination, but also in response to societal demands, the Prada Group (the "Group" or "Prada") promotes a corporate culture that aspires to increasingly sustainable balances, incorporating into its work the idea of a return of value to society.

The Group combines its characteristic know-how with principles supporting the enhancement of the individual, the protection of the environment and the promotion of culture, considering this as the way to pursue its financial growth and to share it with the communities and areas where it does business.

The Prada Group believes that sustainability is a factor of growing importance for its progress, achievement of strategic objectives, and improvement of performance, and that it is essential to safeguarding its identity.

The publication of this sustainability policy is an important formal occasion for keeping the Group's ethical values alive and functioning well and reaffirming the Directors' commitment to the wider responsibility that contemporary businesses are called upon to assume.

VALUES AND PRINCIPLES

The Prada Group conducts business according to principles of integrity, honesty, loyalty and transparency, in full compliance with the applicable laws and regulations, by building trust-based relationships with stakeholders both within and outside the organization, and by undertaking to set higher standards than those of the various regulations applicable in over 40 countries where it is directly present.

Moreover, the Prada Group is committed to operating with full respect for the value of the individual and for the human and workers' rights enshrined in Italian and international covenants and declarations, such as the United Nations Universal Declaration of Human Rights, the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, and the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises.

Prada considers unacceptable any form of forced labor or child labor and any type of employment or professional discrimination. It recognizes the right to collective bargaining and to exercise freedom of association both internally and within its sphere of influence throughout the entire value chain.

Close observation of and curiosity about all the world's cultures are at the heart of the Prada Group's creativity and modernity and are the natural condition for the Prada Group's communications with its many stakeholders.

The Group's cooperation with stakeholders such as trade unions and tax authorities, and with partners outside its specific scope of business such as universities and large international institutions, is considered key to the establishment of common values based on a balance between business objectives and societal demands.

The Prada Group is committed to creating, developing and strengthening cooperative ties with the communities where it does business, in social and environmental terms, as they are deemed necessary for inclusive growth.

COURSES OF ACTION

People

The Prada Group - a universe composed of a multitude of cultures, ethnic groups, religions and personal orientations - firmly believes that diversity and inclusion are valuable sources of inspiration for its work and, more in general, are instrumental to the enrichment of progress in terms of culture and wellness to be shared with its stakeholders.

The Group, which has always been driven to preserve its manufacturing competence, invests in the professional development of its employees with the objective of increasing their talent and handing down professional skills from one generation to another. Prada ensures equal opportunity and working conditions, and considers the professional and personal satisfaction of its people a top priority.

Meanwhile, the Group concretely encourages responsible, conscious behavior regarding health and safety according to the highest standards and in full compliance with local and international regulations, both internally and throughout its value chain.

Environment

Prada, well aware of its responsibility toward future generations, has consistently run its business in harmony with the places where it operates and with respect for the environment.

Prada feels responsible for engaging in and cultivating pro-environmental behaviors and acts to create examples of good practice within the industry.

Respect for the places has been a guiding principle for the Prada Group from the start. Reducing land take, renovating existing structures and working toward building requalification have inspired the decisions made in more than thirty years of industrial development. With the belief that new construction can affect an area considerably, and that such a decision must be taken only when necessary, the Prada Group prefers to purchase and save existing buildings with the adoption of the latest technologies. The few newly constructed buildings fit harmoniously into the local areas, without causing disruption.

The Prada Group adopts innovative solutions to progressively improve its environmental performance: improvement of energy efficiency, use of renewable energy sources, reduction of waste and responsible use of raw and other materials are the fundamental ways to meet this objective.

The Group's environmental efforts go beyond the corporate perimeter by raising the awareness of its partners and forging business relationships with qualified external parties.

Cultural heritage

The bond with art and culture is an integral part of the corporate identity and enables the Prada Group to understand and interpret changes in society and stimulate new ways to grow.

The Prada Group contributes to the promotion of various artistic expressions such as philosophy, literature, architecture and cinema. The timeless attraction to the art world is a primary source of inspiration offering constant opportunities for sharing and communicating with people, producing a positive impact on their lives and on the development of society in general.

The Group supports cultural progress through the sponsorship of Fondazione Prada and other direct forms of engagement, from scientific research to the rescue of artistic and architectural legacies to the organization of conferences, with both financial grants and the use of internal resources.

Application

Prada spa's Board of Directors oversees the setting of the Group's Sustainability Policy guidelines and their continuous updating, consistently with the evolving context in which the Group operates.

The Prada Group regularly discloses information on its sustainability activities to its stakeholders in its Social Responsibility Report published on the website www.pradagroup.com.

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