

# Sustainability Policy



Design  
Holding

Design Holding considers sustainability as the perfect blend between its timeless and long-standing design tradition and the emerging needs of the present.

The Group<sup>1</sup> pursues its values and principles in its everyday activities, spreading its dedication across its whole value chain: beauty, craftsmanship, quality and sustainability represent the very essence of its mission – finally encapsulated within Design Holding’s Purpose: “We design for a beautiful life”. Supporting craftsmanship and heritage is a common priority of each Brand of our Group, that concretely means engaging in the preservation of design legacies for the benefit of future generations.

Our products are not only beautiful objects, but the result of a mindful process which aims to take into account the environment, the interests of all of our stakeholders, and our heritage and community. In doing so, we design for the planet, for people, and for culture.

This is why we are conscient of the responsibilities we bear for the impacts our operations have on the environment and communities – and we commit to work to reduce the negative impacts we generate through what we do, and how we do it. The consistent embodiment of sustainability principles in processes makes the Group’s quest for quality even more concrete, as it ensures the production of long-lasting pieces of art – combining perfection with durability and circularity.

This Policy, enunciating the leading values [and strategic pillars] that guide Design Holding and all its Brands, formalizes the Group’s pledge to all its stakeholders, representing the living proof of this commitment: to pursue its mission, the Group undertakes to implement a series of actions with positive impact and to report its sustainability performance in a transparent manner.

Accordingly, the Group undertakes to provide all its stakeholders with timely, public, relevant, accurate, precise, and truthful information. Published information will be made easily accessible to all interested users through the Group’s Sustainability Report. In line with the objectives of this Policy, Design Holding S.p.A. yearly publishes its Sustainability Report to disclose its sustainability performance and strategy. Finally, the present Sustainability Policy applies to Design Holding S.p.A. and to all its Brands, covering all its activities and operations on a global scale, being clearly communicated to stakeholders and given visibility on all Group’s platforms. In particular, the Group’s staff will be trained on the commitments of the Policy and informed whenever a change in its contents occurs.

---

<sup>1</sup> Any reference to the “Group” is to Design Holding S.p.A. and all of its directly or indirectly controlled subsidiaries. For a complete list of the Group companies, please refer to Design Holding’s website: <https://www.designholding.com/>.

In the pursuit of its mission pursuant to this Policy, the Group is inspired by the values set out in Design Holding’s Code of Ethics, and namely:

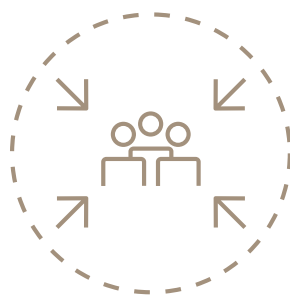
- **Legality:** Design Holding commits to ensure any activity carried out by the Group and its representatives is based on honesty, good faith and absolute compliance with the applicable laws and regulations, ILO and UN Conventions, and any other relevant statutory requirements. Relationships with public authorities and officials shall be handled with utmost diligence and cooperation.
- **Transparency:** The Group ensures that information shared with the public by anyone working on behalf of the Group is always based on reliable sources and, to the extent possible, verifiable criteria. Transparency also inspires the Group’s daily operations and the approach to public authorities, competitors, and customers.
- **Accountability:** Design Holding pledges to investigate and consider both the positive and the adverse effects, internal and external, of its own activities and of those associated with the Group and stand accountable for them. The Group also exercise its influence over partners to help them meet its standards. Moreover, the Groups aims at guaranteeing due diligence and compliance in allocating tasks and responsibilities.
- **Beauty & Sustainability:** The Group pursues sustainability as a fundamental means to beautification, considering it as a fundamental asset that positively impacts the planet, people, and the culture of design, passing on to future generations through timeless products and tangible actions. A prerequisite for the pursuit of this commitment is to foster a fair and inclusive work environment, promoting respect of health, safety, self-expression, dignity, and individuality, repudiating, and condemning all forms of unfair discrimination.

These values translate into tangible sustainability commitment through the following three sustainability strategic pillars:



### Design for the Planet

To foster our commitment to sustainability, blending innovation, eco-design, and circularity principles in our business activities, and throughout our value chain.



### Design for People

To ensure a thriving workplace that guarantees fairness and inclusion as well as generating value to communities around the world.



### Design for Culture

To nurture our brands’ identities by preserving craftsmanship and design heritage, from scientific research to the preservation of design legacies.

By designing for the Planet, the Group states its pledge towards a thorough and environmentally committed approach throughout its operations, from production lines to office activities. This translates into embedding Eco-Design principles into the Brands' design and engineering processes and assessing crucial aspects along the value chain by monitoring ESG risks. The Group is committed to contributing to combat climate change through transparency and ambition measured with clear targets inspired by global best practice standards. Working alongside its suppliers, the Group is committed not only to improve its performances, but to spread consciousness and drive the change.

By designing for People, Design Holding is not only actively engaged in creating an inclusive working environment where diversity can thrive, but also in developing a powerful mindset so that its employees can unleash their potential to the fullest and live their career paths at their best. Design Holding intends to be a proactive actor of the communities it is part of through the establishment of partnerships that create social value in a long-term perspective.

By designing for Culture, Design Holding wants to ground its engagement to preserve the craftsmanship enshrined in its products and to promote the historical value encapsuled in its most iconic design pieces by supporting scientific research and rescuing design legacies for future generations. The Group strives to fuel innovation through research, further tighten relationships with communities and aim to propel design culture forward while continuously creating cross-generational value.