

LUISAVIAROMA

LUISAVIAROMA HUMAN RIGHTS POLICY

"The responsibility to respect human rights is a global standard of expected conduct for all business enterprises wherever they operate."
From Guiding Principles on Business and on Human Rights

OUR VISION OF HUMAN RIGHTS

LUISAVIAROMA's vision of human rights recognizes the dignity of every human being and the Company's responsibility to contribute to the well-being of individuals and communities, as explicitly stated in the UN Guiding Principles on Human Rights¹.

This vision reflects the ambition and willingness of LUISAVIAROMA's property and management and the commitment to developing an organizational culture and strategy which implements all the enabling conditions of support and respect for internationally recognized human rights and seeks to avoid complicity in human rights abuses.

It also contributes to integrating the Sustainable Development Goals within our plans, in line with the United Nations 2030 Agenda, with a specific focus on:

N. 5 – Achieve Gender Equality with the aim of making the fashion industry fairer to all women and girls by ensuring them to be paid fairly and to be protected toward a truly empowering future.

N. 8 - Decent Work and Economic Growth with the aim of ensuring just and favorable conditions of work, a fair wage, a safe environment, equality and improving living standards.

N. 12 - Responsible Consumption and Production with the aim to promote more conscious shopping choices by offering a range of products that are produced in an **ecological** and socially responsible manner. Moreover, we are strengthening our efforts towards *sustainable packaging* to reduce waste and transport emissions.

N. 13 - Climate Action, with the aim to address and minimize our impact to the planet and to create awareness about climate change.

Additionally, LUISAVIAROMA is committed to adhering to Women's Empowerment principles from UN Global Compact and UN Women.

The values and commitments set out in this document represent the background and the basis of the journey LUISAVIAROMA is determined to make to understand with more awareness the role it can play and the action to be taken to fully respect human rights and labor standards and to promote the same commitment among all its stakeholders.

OUR COMMITMENT: RESPECT FOR HUMAN RIGHTS

LUISAVIAROMA is committed to respecting human rights and this Human Rights Policy applies to all LUISAVIAROMA's employees, and it also applies, as far as is reasonably achievable, to our upstream and downstream supply chain through partners, suppliers and third-party contractors. LUISAVIAROMA seeks to design specific tools and procedures to promote human rights awareness and respect, and the HR Policy itself, within the company's structure, among employees and along our value chain.

We are committed to upholding, to the best of our ability, all the internationally recognized Human Rights, as laid out in the **Universal Bill of Human Rights** and the conventions which it has inspired, including but not limited to the **ILO Declaration on Fundamental Principles and Rights at Work**, the **UN Guiding Principles on Business and Human Rights** and the **United Nations Conventions on the Rights of the Child (UNCRC) and on the Elimination of all forms of Discrimination against Women (CEDAW)**. Where national laws and international human rights standards differ, we will follow the higher standard.

WHERE DO WE START FROM AND WHERE DO WE INTEND TO GO

In LUISAVIAROMA there is a clear awareness that defining and sharing the Human Rights Policy is, for us, the starting point of an ambitious journey we want to follow in the most appropriate way.

This document has been sought and approved by the LUISAVIAROMA Sustainability Advisory Board established by the Board of Directors with the objective of developing our engagement roadmap towards a sustainable path and constant improvement as a company. Responsibility for the overall implementation of our commitment to operate with respect to human rights is therefore delegated to the Sustainability Advisory Board which is comprised of LUISAVIAROMA's CEO, Chief Marketing Officer, Charity Initiatives Coordinator, Advisor and Style Capital Fund Representative, and Sustainability Manager.

To ensure that the process is managed and followed with due care and attention, the Sustainability Advisory Board will have the needed resources and decisional space to follow the implementation of LUISAVIAROMA's strategy on human rights and sustainability. In order to equip the LUISAVIAROMA dedicated team with the needed expertise and competencies, an external partner could be drawn if useful.

Human Rights Risk Assessment

Our efforts for embedding human rights into business operations consist of a continuous learning process to understand our impact on the human rights and living conditions of people who work or have business relationships with us; for this reason, we are committed to conducting an appropriate risk analysis among our business relations to assess and map key potential human rights impacts (or salient impacts) in order to prioritize areas of

work and design specific action plan to manage and minimize the identified impact. We consider this a propaedeutic step to implement proper **due diligence** as an ongoing process to mitigate any impacts on human rights throughout our business operations.

Make the process representative of the most vulnerable

The assessment exercise will be developed with the proper consultation of internal and relevant external stakeholders, making sure that in any approach and action, an appropriate gender lens will be applied.

A stakeholder engagement plan will be designed and implemented to be sure to include in any further strategy the interest of everyone we may affect with our business model.

Integrating human rights throughout the company

LUISAVIAROMA is committed to carrying out human rights with due diligence in its activities according to the United Nations Guiding Principles on Business and Human Rights. LUISAVIAROMA assesses and monitors its human rights potential and actual impacts on an ongoing basis and identifies customized strategies and solutions, in an ongoing effort to improve the prevention and mitigation of its impacts. As part of the integration of human rights into its processes and practices, LUISAVIAROMA will promote awareness-raising initiatives dedicated to internal staff and to any relevant partner.

Communicating on how impacts are addressed and Remediation

We place importance on the provision of effective remedies wherever human rights impacts occur. We are committed to building a culture of trust and openness, and to ensuring effective grievance mechanisms are in place for people to raise issues and access remedies, such as developing a whistleblowing policy.

Create awareness about the Policy

We consider awareness-raising a key to the effective integration of human rights into business operations. We aim to widely communicate the policy internally and externally. It will be permanently published on the website and shared with all our network, shareholders, stakeholders and media contacts through a press statement. An internal newsletter will be sent to all our employees.

WIDER LUISAVIAROMA'S VALUES

- Non-discrimination
- Compliance with the law
- Respect for the natural resources for future generations
- Equal opportunities
- Basing the relationship with its employees on respect, trust, honesty, inclusion
- Encouragement for personal growth
- Promotion of diversity inclusion
- Engagement to minimize the impact on the environment.



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[1] https://www.ohchr.org/documents/publications/guidingprinciplesbusinessshr_en.pdf