



2021

SUSTAINABILITY REPORT

WE RESPECT ANIMALS.



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LETTER TO STAKEHOLDERS



SAVE THE DUCK GROUP

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LETTER TO STAKEHOLDERS

2021 has been a challenging year for everyone. Through our distinctive positive spirit, we looked ahead and continued our activities with dedication and commitment. In these difficult months, our daily inspirational values proved to be precious guides and strengthened our sense of belonging to a **cohesive working group**.

The power of our community is the foundation and driving force behind our unstoppable growth as a responsible Company. Thanks to the contribution of all our People, we are presenting the **fourth edition of the Sustainability Report**, where we share the main results achieved during the year.

Over the last few years, we reached, and are still carrying on several important milestones. Today, we are particularly committed to reducing our emissions to reach **"Net Zero"** target by 2030. Along this reduction process, in 2021 we became **Carbon Neutral** through offsetting activities that we will continue to carry out in cooperation with our partners.

Our commitment goes through the protection and respect of people and the safeguard of animals to make the Planet a better place for all.

We take care of our colleagues and collaborators, loyal customers, suppliers, and yearly supported associations committed to **defending fundamental human**

rights. Among them, for the last years, we partnered with Save the Children in the relief, protection, and assistance of the Afghan people.

At Save The Duck, we understand that the path to sustainability is complex and full of challenges, that's why we are committed to increasing our positive impact on Planet.

In 2021 we enriched the policies and procedures supporting our governance: we drafted our first **Diversity & Inclusion Policy**, **Ethical Marketing procedure**, and **Responsible Design Guidelines**.

These documents provide a solid framework to carefully lead our activities and disseminate our founding principles and ethical values.

Guided by the B Corp's shared **concept of Interdependence**, we want to continue to engage and inspire all stakeholders and partners to preserve the Planet for future generations.

Founder & CEO
Nicoals Bargi



SAVE THE DUCK GROUP



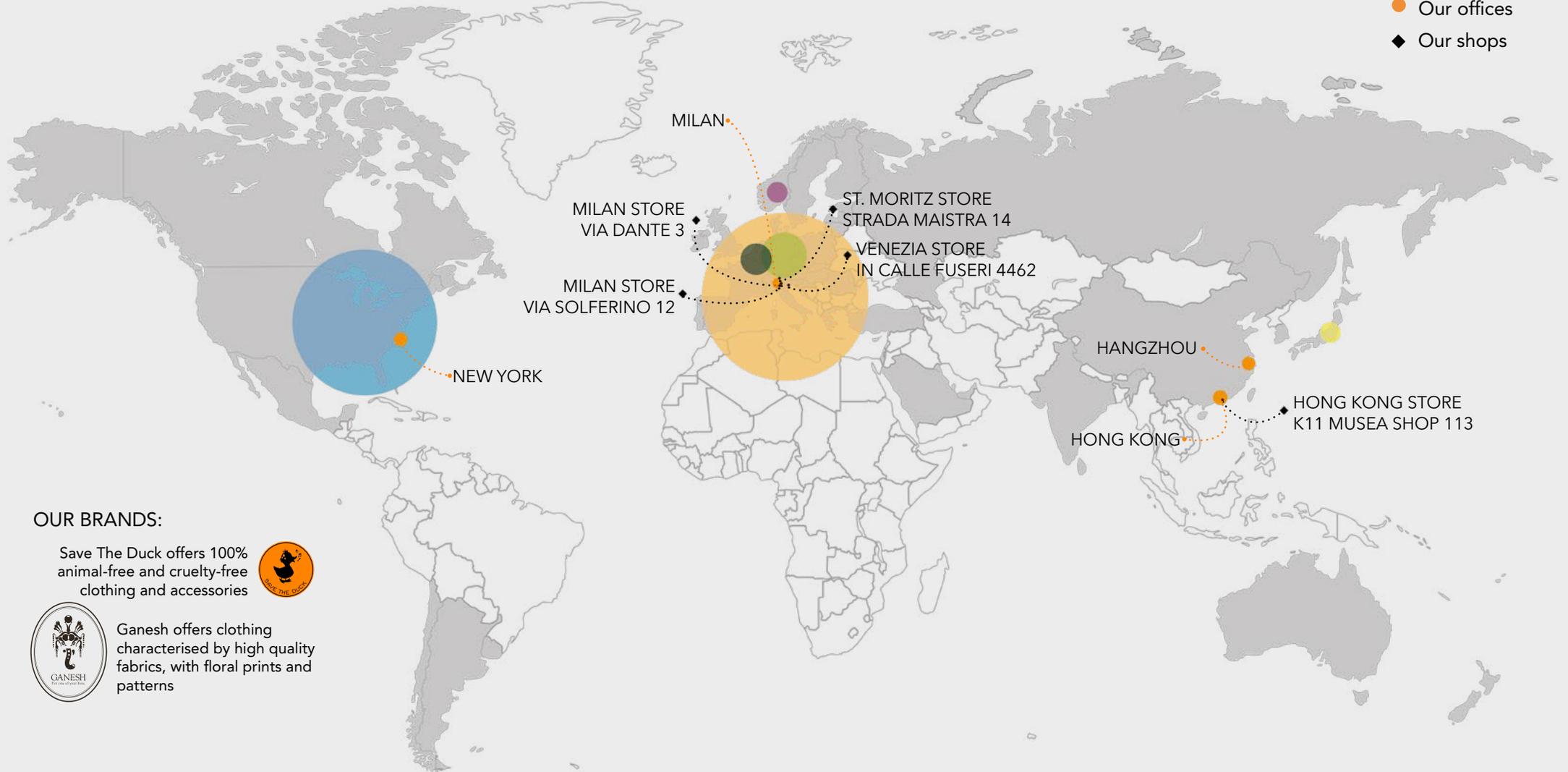
WHO WE ARE

Since 2019 we are Società Benefit and B Corp.
To date, we "saved" more than 29million ducks.

◆ We are present in 43 countries worldwide

● Our offices

◆ Our shops



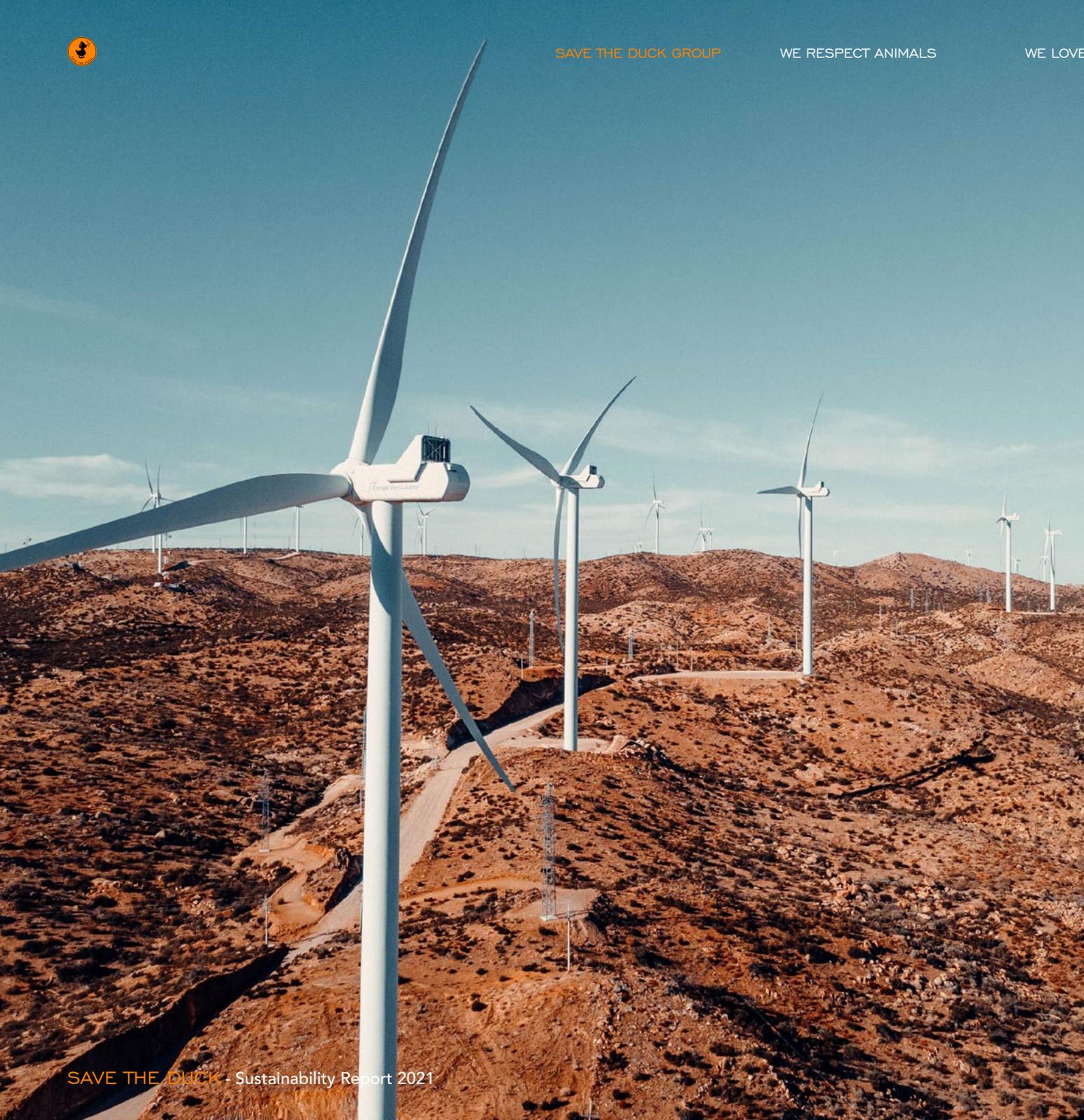
OUR BRANDS:

Save The Duck offers 100% animal-free and cruelty-free clothing and accessories



Ganesh offers clothing characterised by high quality fabrics, with floral prints and patterns

MAIN SERVED MARKET: ● American market ● Italian market ● Benelux market ● German market ● Norwegian market ● Japanese market



WE ARE CARBON NEUTRAL

As of 2021, we are **Carbon Neutral**: we offset our emissions through the purchase of **carbon credits** with environmental and social value. Over 80% of purchased electricity comes from **renewable sources**. We commit each year to implement initiatives to **reduce our GHG emissions**.



1.1 OUR HISTORY

1914

THE STRENGTH OF AN IDEA

From the entrepreneurial spirit of Foresto Bargi, **Forest S.r.l.**, was born in Pisa, a small workshop producing garments made with a special water-repellent fabric. In the years that followed, the Company became one of Italian largest clothing factories.



1960s

A NEW BRANCH

A new branch, called "**Forest Mec**", is founded by his son Cirano. With the aim of reflecting the new collective mood, it offered sweaters, jeans and jackets inspired by American workers' clothing.

1990s

A STRATEGIC CHOICE

Forest S.r.l. opened an **office in China**, a strategic choice for the management and control of its suppliers.



Hangzhou office

2000s

THE REBIRTH

In 2010, Nicolas Bargi takes over the management of the Company and creates **Ganesh** brand.

In 2012, the Company registers **Save The Duck** brand, a high-quality brand offering a wide range of 100% animal free outdoor clothing.



WE RESPECT ANIMALS.

2014

Alchimia Group acquires a share in **Forest S.r.l.**, contributing to the strengthen of the Company in administrative, financial and logistical terms.

2018

Progressio SGR acquires the majority of **Forest S.r.l.**, while **Alchimia Group** exits the shareholding structure.

Save The Duck opens its **first flagship store** in Milan, Via Solferino 12, made mainly of innovative and sustainable materials, and launches its opening plan for the coming years.

Forest S.r.l. changes its name to **Save The Duck S.r.l.** in November 2018. In the latter part of the year, the APAC branch is opened.

2019

Save The Duck S.r.l. changes its corporate form to **Save The Duck S.p.A.** and, in particular, assumes the corporate form of **Società Benefit**.

Save The Duck becomes the first fashion company in Italy to obtain the **B Corp certification** with a score of 95.



2020

Save The Duck joins the United Nations Global Compact and commits to annually report on its achieved progress against the 10 Principles of Social Responsibility in a Communication on Progress.

Save The Duck also signs up the **Women's Empowerment Principles (WEPs)** for the promotion of gender equality along the value chain.

In the latter part of the year, the USA branch is opened.

2021

Save The Duck reaches an important milestone: it becomes **Carbon Neutral** and gets a **Sustainability-linked Loan** with Banca Intesa Sanpaolo.

Opening of the **Save The Duck Suisse SA** and our flagship store in St. Moritz.

Save The Duck Trading Limited China becomes operating.

- Forest
- Save The Duck



OUR 2021

2021 was a busy year: despite the adversity of the Covid-19 pandemic, we achieved our goals with positive results through the creativity of our initiatives.

Our perseverance toward a more responsible world, and respect for people, animals, and the environment has rewarded us. We recorded a turnover of more than **€46,6 million**, up 31% on 2020 performance; this result has been mainly reached thanks to direct distribution in the USA.

The production of more than **750,000 garments** under our Save The Duck and Ganesh brands increased our sales by 14% compared to 2020 performance.

As part of our 2019 commitment to **NetZero2030**, we followed up on our emission reduction projects in 2021: we decided to offset residual emissions, effectively becoming **carbon neutral**.

We also signed a "**Sustainability-Linked Loan**" with Banca Intesa Sanpaolo, which enabled us to become one of the first Italian companies in the fashion industry to

undertake such an initiative.

Since 2020, we have formalised an individual "home working" contract for our People to balance work and family needs. Especially during the pandemic, this modality allowed colleagues to work and manage operations remotely.

It has been relevant to disseminate among our team procedures and policies to spread transparency and integrity principles: we shared the **Responsible Design Guidelines** with our designers and colleagues in the Style department. This tool is aimed at defining conscious and responsible ways of developing products. The Marketing department created the **Ethical Marketing procedure**, affirming communication dynamics and marketing development processes under the Company's ethical principles and values.

To complete the project, we also defined our **Diversity & Inclusion Policy**, where we reaffirm the importance, respect, and value of all our People and Save The Duck ethics.



We broaden the boundaries of our vision in continuity with previous years by donating garments and resources to **Save the Children**, undertaking a collaboration with **SOSTegno70** association in support of the “**Un brutto t1po**” project, and involving all our branches in the donation of garments in support of migrants and associations that deal with families affected by serious illnesses, disabilities, and economic difficulties.

Our active participation in the B Corp network continued this year. During the “Salone del Mobile” exhibition we promoted the principle of interdependence with **Florim**¹, and **Treedom**² partnered forest continues to grow with its CO2 sequestration activity . This year we kept having an active role in the new **#UnlockTheChange** campaign³ both in the design phase and through our sponsorship contribution.

1. For more information, please refer to this link: <https://www.florim.com/en/fairs-events/>

2. We planted almost 1,000 trees in 7 countries around the world, for more information: <https://www.treedom.net/en/organization/save-the-duck/>

3. For more information, please refer to this link: <https://unlockthechange.it/>



INSIDE THE PROCESS: OUR GARMENTS

The process of making our garments starts with an in-depth study of market needs and trends, in terms of **style and aesthetics**. Once defining the boundaries, we translate ideas into practice by developing the design of the model.

In parallel, our product managers select **materials** checking their technical performance and sustainability. We are meticulous in studying every aspect of the product, paying particular attention to fabrics, paddings, and accessories. We identify any possible critical issues in advance by taking detailed technical **tests on materials**. This way we can guarantee the distribution of top quality garments on the market.

Once the selection of materials meeting our standards is completed, we move on to the prototype analysis phase, to assess the **physical performance** of the product. When all necessary tests have been passed, the product can finally be produced and then presented to the public during dedicated events.



RECY_GIRE_SS22

COL 90000_NAVY BLUE



1.2 OUR BUSINESS TRANSPARENCY

Save The Duck has developed and adopted an Organisation, Management, and Control Model, lately updated in 2020, in compliance with Legislative Decree n. 231 of 8th June 2001 (hereinafter also Model 231). The purpose of **Model 231** is to ensure that any unlawful behavior, sanctioned by Legislative Decree no. 231/2001, eventually committed by those who work in the name and on behalf of the Company are strongly condemned by the Company itself. It provides for the appointment of a Supervisory Board (hereinafter also referred to as SB) which is in charge of supervising the functioning of and

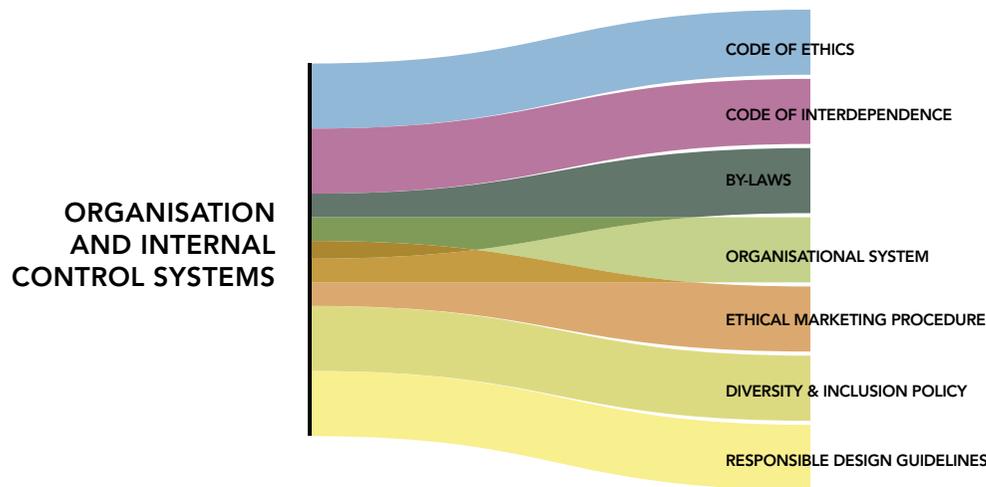
compliance with the Model, as well as updating it.

Any violation of the 231 Model or behaviour that does not comply with the rules of conduct can be reported by physical mail or e-mail to Save The Duck Supervisory Board, following the **whistleblowing** regulations.

In 2021, as in the previous year, Save The Duck did not record any incident of corruption or instance of non-compliance with applicable environmental, social and economic legislation.

The main organisation and internal control systems adopted are:

- the **By-Laws**, which ensure the proper conduct of management activities, including several provisions on corporate governance;
- the **Organisational System**, which defines organisational structures/positions and areas of responsibility;
- the **Code of Ethics⁴**, sets out the rights, duties, and responsibilities of the Company towards its stakeholders in economic, social, and environmental terms. The Code expresses a set of behavioural rules that all those who work in the name and on behalf of Save The Duck undertake to respect, such as the pursuit of human welfare, respect for animals, and environmental responsibility;
- the **D&I (Diversity and Inclusion) Policy**, which aims to guide all Save The Duck staff in the daily integration of principles of fairness and respect for the human person;
- the **Code of Interdependence**, which guides Supply Chain partners in their development towards environmental and social responsibility, respect for the law and business ethics;
- the **Responsible Design Guidelines**, aimed at providing suggestions and design strategies concerning the main issues of innovation, sustainability, and product circularity;
- the **Ethical Marketing Procedure**, inspired by Save The Duck's ethical principles, philosophy, and corporate values, defines the Company's marketing and communication processes.



4. For more information please refer to the following link: https://storage.googleapis.com/savetheduck/sostenibilita/standard_policies/pdf/4_Code_of_Ethics.pdf



DIVERSITY AND INCLUSION POLICY

In line with the commitments we undertook, the Diversity & Inclusion Policy aims to guide our decisions, raise awareness and bring attention to the principles of Diversity and Inclusion - "D&I". It seeks to ensure that universal human rights and the means to overcome social injustice are fully incorporated into our business, focusing on the following issues:

- Agile thinking;
- Talents diversity;
- Equal opportunities;
- Product offering and gender-neutral marketing.

RESPONSIBLE DESIGN GUIDELINES

The guidelines provide input and suggestions to the Style department and consultant designers to create innovative, long-lasting, and circular products. The document covers various topics including:

- Materials selection;
- Reducing and minimising waste;
- Garments durability;
- Chemical management;
- Ethical and responsible production.

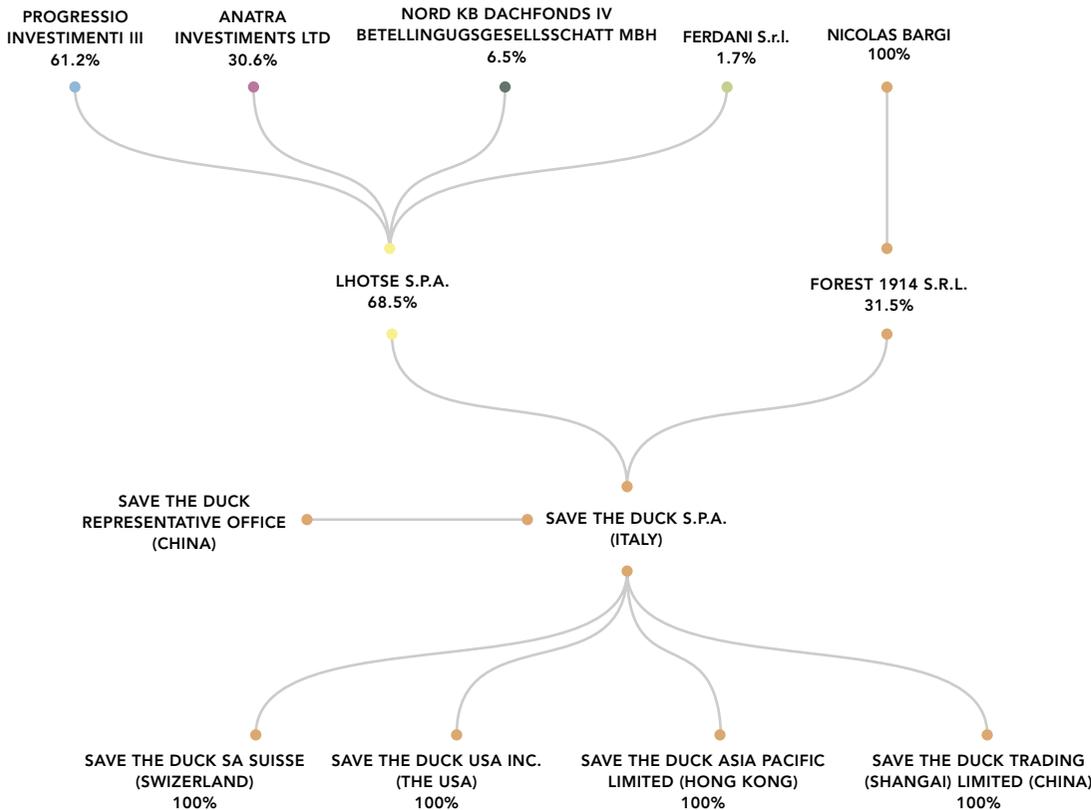
ETHICAL MARKETING PROCEDURE

The procedure is designed to define, track and analyse communication and marketing workflows in full compliance with ethical principles and corporate values.

Specifically, the issues addressed within the procedure deal with aspects related to the following activities:

- Creative department;
- Communication;
- Social media (influencers and communities);
- Charity initiatives selection;
- Trade marketing;
- Retail.





CORPORATE STRUCTURE AND OUR SHAREHOLDERS

Save The Duck as of 31 December 2021⁵ is owned by Lhotse S.p.A. and Forest 1941 S.r.l. with respectively shareholding of 68.53% and 31.47%. In addition to its headquarters in Italy, it is present in China, Hong Kong, the USA, and Switzerland.

THE GOVERNANCE STRUCTURE

Save The Duck governance structure consists of:

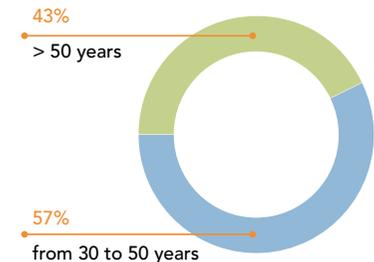
Board of Directors (BoD): the Board of Directors of Save The Duck S.p.A. is made up of seven members, one of whom is a woman. This body plays a central role in the corporate governance system and has the widest power for the ordinary and extraordinary management of the Company, in strategic, economic, and financial terms; it has the power to carry out all the acts it deems appropriate to implement and achieve the corporate purposes, excluding only those that the law or the Articles of Association reserve strictly to the Shareholders' Meeting. The Boards of Save The Duck APAC Limited, SAVE THE DUCK USA Inc., and Save The Duck Suisse SA are composed of three people respectively.

Board of Statutory Auditors: it is called upon to supervise, under the Civil Code, compliance with the law and the Articles of Association, respect for the principles of proper administration, and the adequacy of the Company organisational

structure, internal control system, and administrative and accounting system; it is composed of three regular members and two alternates.

Supervisory Board (SB): this is a collegial body that reports directly to the Board of Directors and is committed to complying with the characteristics of professionalism, continuity of action, autonomy, and independence, fulfilling the supervisory functions set out in the Legislative Decree 231/2001. Currently, the Supervisory Board is composed of two members from outside the Company and one internal member.

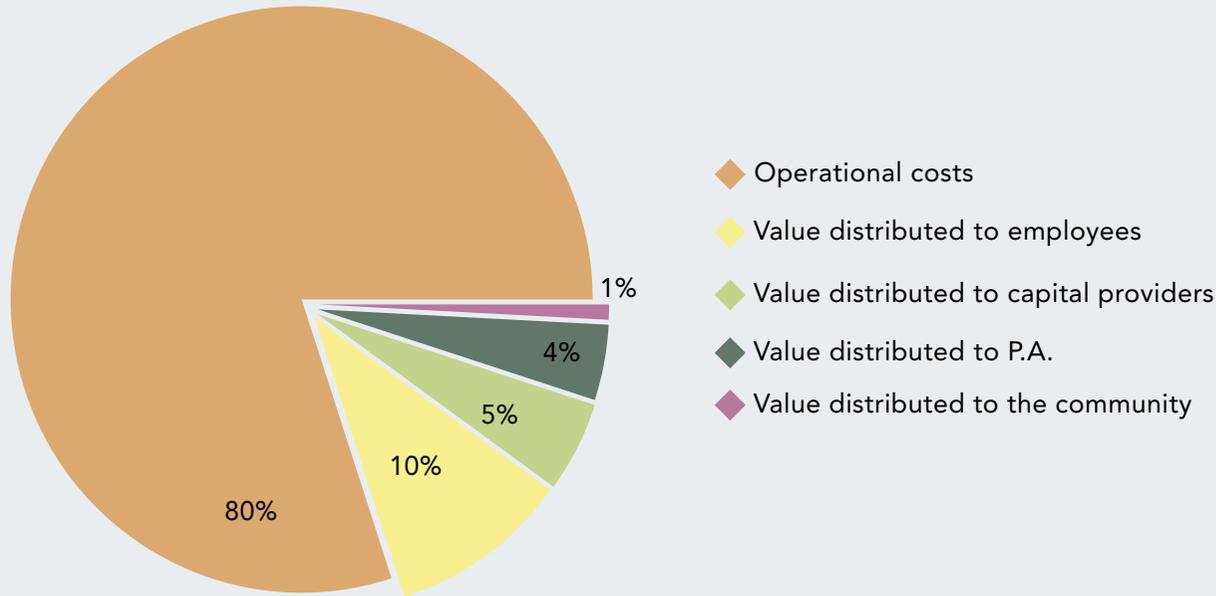
COMPOSITION OF THE BOARD BY AGE GROUP



5. On 14 April 2022, Anatra Investments Ltd and Societe D'Investissements Cime S.A. acquired a majority (80%) stake in the Group's capital.



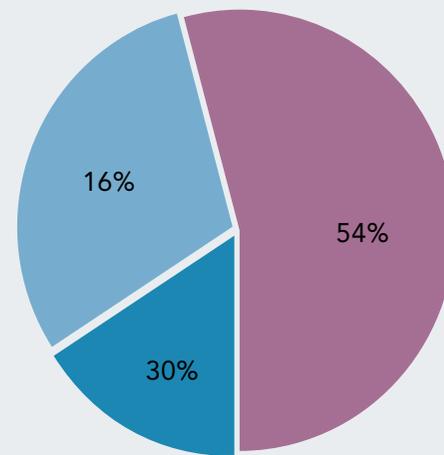
ECONOMIC VALUE DISTRIBUTED: €46,6 MLN



VALUE DISTRIBUTED TO THE COMMUNITY: €487.000

CONTRIBUTION AREAS:

- Environmental and animal protection ◆
- Human rights and the fight against poverty ◆
- Education, research and health ◆



ECONOMIC VALUE GENERATED AND DISTRIBUTED

The economic performance of a company can also be represented in terms of the economic value generated, distributed, and retained during the year. In 2021, the value generated by the Company amounted to over 46 million euros. **90%** of this has been distributed to suppliers, employees, the Public Administration, and the community.

In line with previous years, **1%** of revenue has been donated (in cash and kind⁶) to the numerous organisations and associations we support, to embody our values and principles.

⁶. For the purpose of calculating the economic value distributed, donations in kind have been valued at price list.



In 2021 around **24%** of our turnover comes from the sale of garments made from recycled materials, worth €11 million. This substantiates our commitment to integrating responsible design concepts and ethical and environmental principles into our business.

During the year, we almost tripled our online sales, mainly thanks to the **best marketplaces and e-commerce** players such as Yoox, Farfetch, and Zalando. They chose us, recognizing our responsible approach, and **tagging our garments as sustainable**.



1.3 OUR ONGOING RESPONSIBILITY

At Save The Duck, our business strategy is designed to generate benefits for the Planet, people, and animals. For years, we have researched and used innovative materials and adopted cutting-edge methods to make our product and our industry more and more socially and environmentally responsible.

Over time we have expanded the meaning of our distinctive motto "save the duck" to include the

environment and people. We express our awareness of the importance of the biosphere in the strictly animal cruelty-free collections we offer.

Each garment is made from raw materials and accessories that do not impact animal welfare and come from responsible supply chains.

It's our mission to reduce our negative impact and improve the quality of the environment around us. For this reason, we support movements, implement strategies and adopt methodologies that generate a strong echo towards change.



MILLIONS OF "SAVED" DUCKS

Save The Duck was born to safeguard geese; we always carefully research and select animal-free materials that can protect the freedom and welfare of animals.

Thanks to our commitment and dedication, we estimate that we have "saved" more than 29 million geese over the years since the brand was founded.

The "duck equivalents" calculation helps us to estimate the amount of feathers and then an approximate number of geese that would theoretically be needed to stuff our garments.

The increasing number of garments sold spur us on to continuous enhancement and to live in an increasingly animal cruelty-free world.

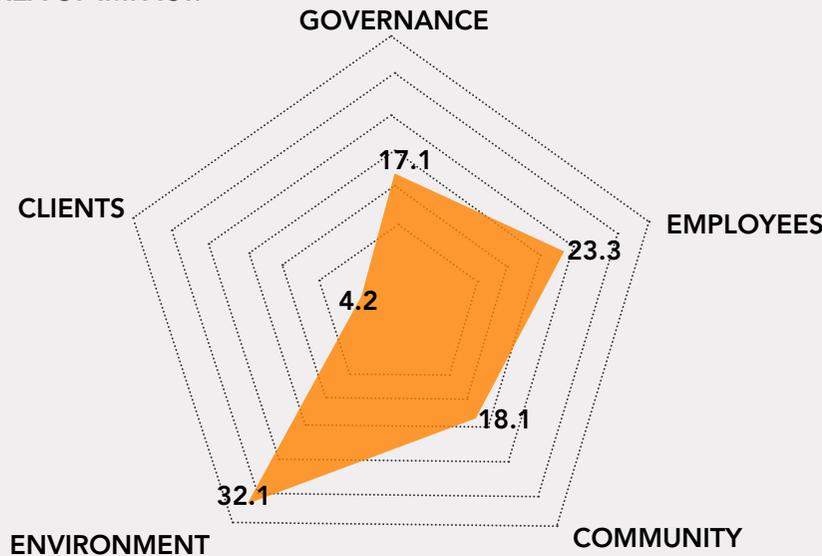


OVERALL B IMPACT SCORE



- ◆ 95 SAVE THE DUCK B Impact score
- ◆ 80 Qualifies for B Corp Certification
- ◆ 50.9 Median Score for Ordinary Businesses

SCORE BY AREA OF IMPACT:



B IMPACT ASSESSMENT

This drive for continuous improvement led us to take concrete action by becoming a Società Benefit in 2019 and certifying ourselves as a B Corp.

To become **Società Benefit**, we revised our by-laws to combine profit with the aim of generating positive impacts on society and the biosphere.

As a **B Corp**, activities and overall impacts are assessed through the international standard "B Impact Assessment", developed by the not-for-profit organisation, B Lab⁷.

The assessment standard comprehensively covers company impacts on workers, suppliers, the community, and the environment, as well as taking into account the company governance practices and business model. The result of the B Impact Assessment is expressed as an overall score, ranging from 0 to 200, detailing the five impact areas considered:

- **Governance**, including issues associated with ethics, transparency, and corporate mission;
- **Employees**, approaching health and safety, well-being, and employee satisfaction matters;
- **Community**, concerning inclusion, supply chain management, and engagement towards community;
- **Environment**, dealing with relevant topics on climate change, management of water and natural resources;
- **Clients**, covering issues related to customers and final users.

Our full B Impact Report, certified by B Lab, is freely available in the dedicated section of our website⁸.

⁷. B Lab is a not-for-profit organisation that supports the B Corp movement at international level.
⁸. https://www.savetheduck.it/it_en/bethechange



#UnlockTheChange

Change the world is a mission. A possible one.

#UnlockTheChange is B Corp company's project to change our society's mindset, especially on our economy; several working groups have been organised on the major issues of our time. In 2021 we took part in three working groups:



#UnlockEducation

The aim is to run a sustainability training campaign for boys and girls from 14 to 25, involving high schools and universities.



#UnlockNetZero

The aim is to draw up guidelines for companies to reach climate neutrality, which will become the heritage of the entire community and of Italian companies that want to use them.

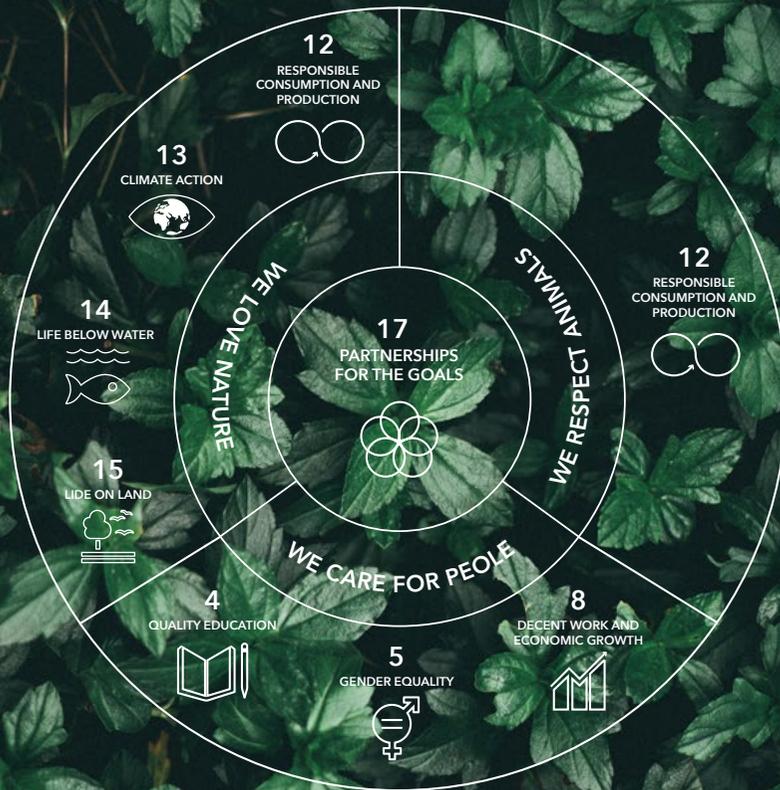


#UnlockGenderEquality

The aim is to align company visions and define concrete practices on the issue of gender representation and gender pay gap



OUR COMMITMENT TO A SUSTAINABLE TOMORROW



WE LOVE NATURE

- ◆ WE ACT FOR THE CLIMATE
- ◆ WE PRESERVE ECOSYSTEMS
- ◆ WE IMPROVE CIRCULAR THINKING THROUGHOUT THE PRODUCT LIFE CYCLE
- ◆ WE WORK FOR A SUSTAINABLE SHOP CONCEPT

WE CARE FOR PEOPLE

- ◆ WE PROMOTE INCLUSION AND TRUST AT WORK
- ◆ WE VALUE THE GROWTH AND PASSION OF OUR PEOPLE
- ◆ WE PROMOTE RESPECT FOR HUMAN RIGHTS
- ◆ WE SUPPORT OUR COMMUNITIES

WE RESPECT ANIMALS

- ◆ WE SELL 100% ANIMAL CRUELTY FREE PRODUCTS
- ◆ WE FIGHT FOR ANIMAL RIGHTS
- ◆ WE CONTRIBUTE TO ANIMAL PROTECTION

SUSTAINABILITY PLAN AND POLICY

During the year we implemented several actions outlined in our **Sustainability Plan**. The Plan sets out medium- to long-term objectives along three pillars: we care for people, we respect animals and we love nature. This tool enables us, year after year, to structurally and consistently improve our ESG (environmental, social, governance) performances.

In 2021 Save The Duck signed a "**Sustainability-Linked Loan**" with **Banca Intesa Sanpaolo**. The loan has an interest rate conditional on the achievement of two sustainability objectives: the introduction of a procurement policy that integrates environmental criteria and the involvement of at least 50% of suppliers on sustainability issues; the procurement document is

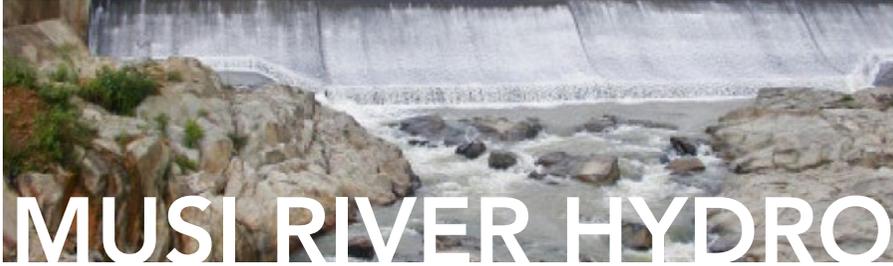
active and currently 73% of suppliers have been involved.

We developed our Sustainability Policy, to formalise commitments and values concerning our Plan and four principles: protection of human rights, diversity, and inclusion, environmental protection, and anti-corruption. These principles are aligned with those of the **United Nations Global Compact (UNGC)**, a UN initiative in which we have been participating since 2020.

Our Sustainability Report integrates the 10 UNGC principles and is uploaded annually as a **Communication on Progress (COP)** on the Global Compact initiative website. We highlight our progress in implementing the principles in human

rights, labour, environment, and anti-corruption areas and in supporting broader UN development goals.

To further embody our commitment we also joined the **Women's Empowerment Principles (WEPs)** in 2020 by signing the Declaration of Support. The WEPs have been established by the United Nations and UN Women. WEPs principles want to guide companies in promoting gender equality in the workplace, marketplace, and community.



The installation of a hydroelectric plant on the Musi River in Sumatra, Indonesia, generates clean energy and also creates quality jobs and redevelopment opportunities for local people. Part of the project revenue is reinvested in the local community and in a reforestation program to preserve the natural landscape.



Forest protection at Lake Kariba in Zimbabwe ensures the preservation of the environment, of animals and the development of local communities.



The social and environmental impacts we generate through our business are aligned with the Sustainable Development Goals set out by the United Nations General Assembly on 25 September 2015. By signing up to the UN Global Compact in 2020, we are committed to contributing to these goals, in line with the 2030 Agenda.

The Agenda consists of 17 macro-objectives; this ambitious plan covers three dimensions - Economy, Society and Environment - and aims to ensure shared and responsible growth. We created a link between our Sustainability Plan and the macro-objectives by identifying those to which we actively contribute in the social and environmental sphere.

Among the various initiatives, there are those related to carbon neutrality. We chose two projects to offset our climate change impacts that are directly related to SDGs goals, impacting concretely and positively on the environment and the populations involved.



MATERIAL THEMES

Our sustainability report is drawn up according to the **GRI standard**, "Global Reporting Initiative Sustainability Reporting Standards" (hereinafter also GRI Standards). This standard is a fundamental guide to identifying material sustainability issues to have a proper basis for reporting.

Since the first edition of the Sustainability Report, we have been **mapping Company's potentially relevant sustainability issues** through benchmarking,

media analysis, and industry trends. The processing of these issues merged with various corporate divisions' contributions and the GRI Standards, to complete the set of issues to be assessed. Based on the effective results, we then conducted the **materiality analysis**, as required by the reporting standard. In this phase, we assessed the degree of importance afforded to the various sustainability issues identified as potentially relevant during the assessment process for the Company and its stakeholders.

Every year we held meetings with corporate functions heads for the sorting of sustainability topics to be updated if relevant to Save The Duck.

We surveyed some of our **internal and external stakeholders** on the relevant issues identified. These stakeholders rated the relevance of Save The Duck's issues in their opinion. The questionnaires were sent out in a customised manner for the following four categories:

EMPLOYEES



AGENTS



CUSTOMERS



INVESTOR (PROGRESSIO)



In the figure below, we present issues simultaneously relevant to Save The Duck and its stakeholders and on which this Report focuses:

Environmental issues related to production processes, products, and their use:

- sustainable innovation and eco-design;
- fight against climate change;
- animal welfare and cruelty-free procurement;
- chemical management and product safety;
- durability and end-of-product life.

Issues related to **customers and final users**:

- final user awareness;
- responsible marketing practices.

Issues related to Save The Duck relationships with its **employees and the community**:

- community support and collaboration with local and international organisations;
- employee welfare and respect for human rights;
- diversity and equal opportunities;
- compliance with social and environmental legislation.

Issues related to Save The Duck **supply chain** and respect for human and labour rights:

- responsible supply chain management;
- employee welfare and respect for human rights.

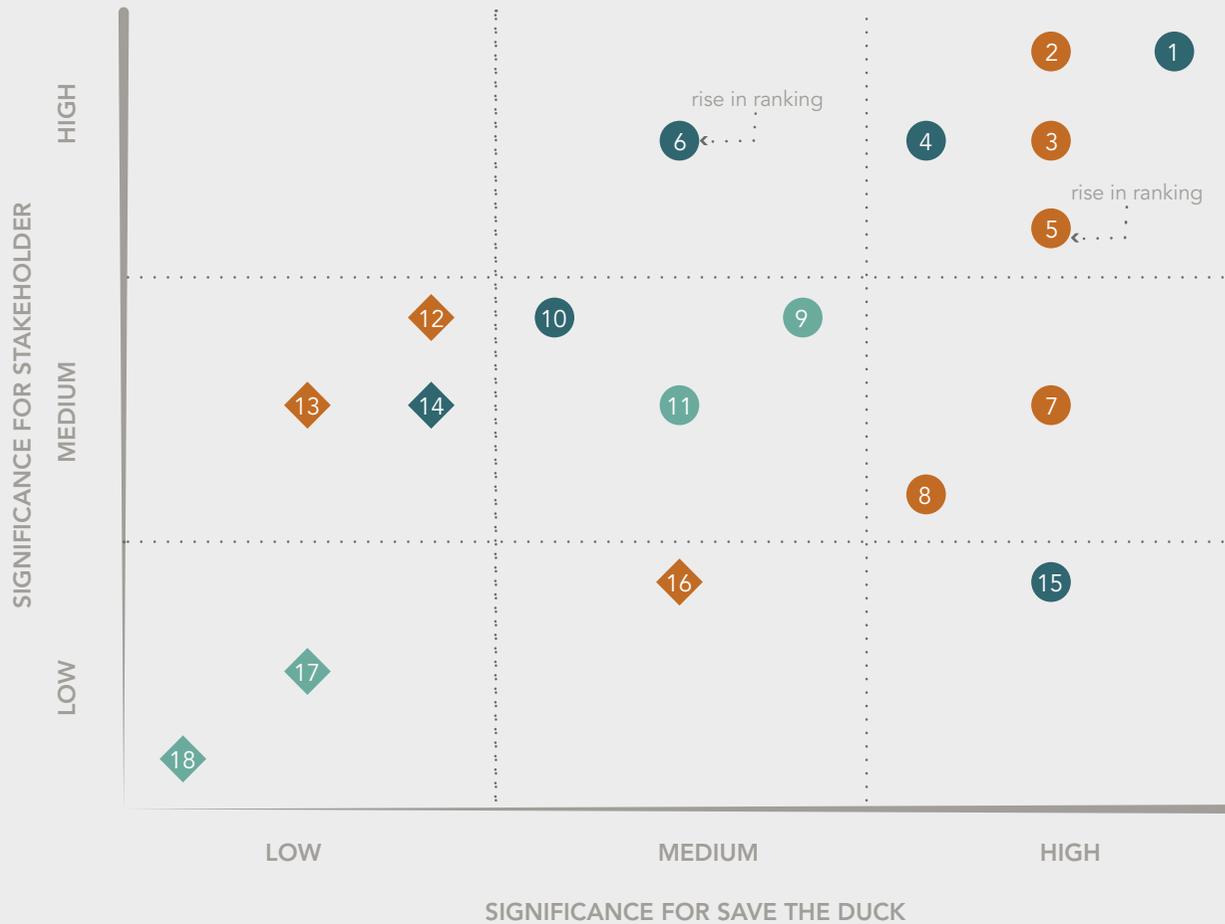
In line with our UNGC membership and previous years, we considered the "anti-corruption" topic as an unavoidable pre-requisite and therefore not to include it in the materiality analysis.



MATERIALITY MATRIX

LEGEND: TOPIC N°

- ◇ NOT MATERIAL TOPIC
- MATERIAL TOPIC



ESG THEMES

ENVIRONMENTAL TOPICS

- 2. Fight against climate change
- 3. Animal welfare and cruelty-free procurement
- 5. Sustainable innovation and eco-design
- 7. Chemical management and product safety
- 8. Product durability and end-of-life
- 12. Waste management
- 13. Reduction of water consumption in the production process
- 16. Biodiversity protection

SOCIAL TOPICS

- 1. Responsible supply chain management
- 4. Employee welfare and respect for human rights
- 6. Diversity and equal opportunities
- 10. Community support and collaboration with local and international organisations
- 14. Training and professional development of workers
- 15. Responsible marketing

GOVERNANCE TOPICS

- 9. Consumer awareness
- 11. Compliance with social and environmental legislation
- 17. Industrial relations
- 18. Respect of competition



2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Definition of a policy and action plan for WEPs.

Continue to have active participation in the B Corp networking.

We drafted the action plan for WEPs.

We are continuing to maintain an active role in the B Corp network. In particular, in 2021 we participated in 3 working groups launched by the #UnlockTheChange initiative.

2022 OUR COMMITMENTS

- Implement the WEPs action plan.
- Continue to actively participate in B Corp networking.

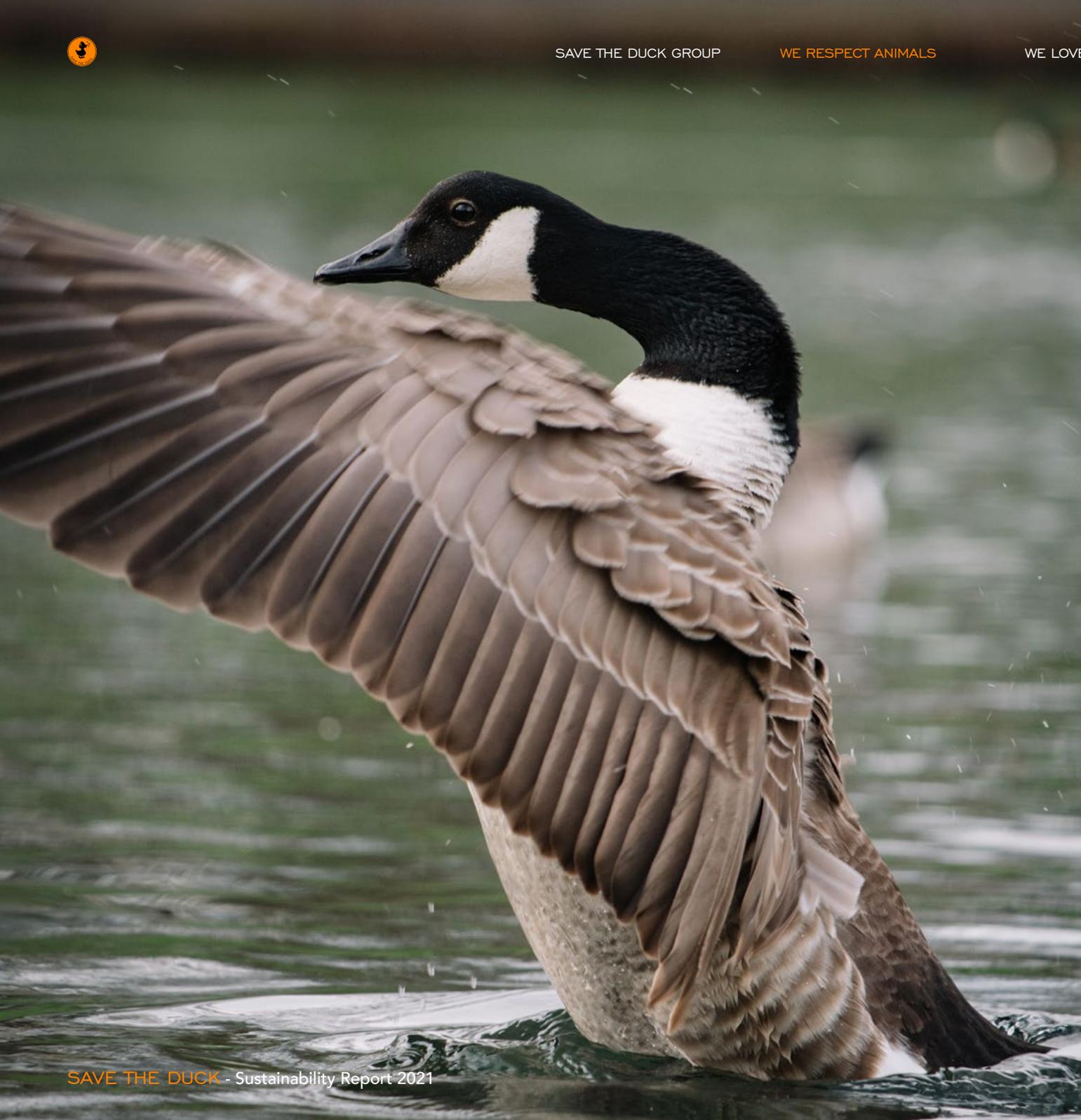


02

WE RESPECT ANIMALS.

To be **animal cruelty free**. This is our commitment.
We were born with the vision of not using any component that causes suffering to any animal.





HIGHLIGHTS

To date, Save The Duck estimates over **29 million** “protected” ducks through our animal cruelty-free production.

In 2021, we used recycled origin materials from the recovery of approximately **3,900,000 0.5l PET bottles**.

Since our first RECYCLED collection, we estimate that around **11 million** bottles have been recycled.



SUSTAINABILITY PLAN

WE RESPECT ANIMALS.

WE SELL 100% ANIMAL CRUELTY FREE PRODUCTS

Make only 100% animal cruelty free products



WE STAND-UP FOR ANIMAL RIGHTS

Raising the fashion world's awareness of the use of materials of animal origin in products



WE CONTRIBUTE TO ANIMAL PROTECTION

Address donations made during one year to a maximum of two projects/causes related to the protection of animals and ecosystems by 2025



 Ongoing/continuous activity



2.1 COMMITMENT TO A 100% ANIMAL CRUELTY-FREE WORLD

Our logo is a relieved whistling duck thinking: "my life has been saved!". Our ongoing commitment to animal welfare and our 100% animal cruelty-free DNA stands behind the choice of this symbol. 10 years of great passion drove us to proudly spread our message, values, and principles to the world through our products.

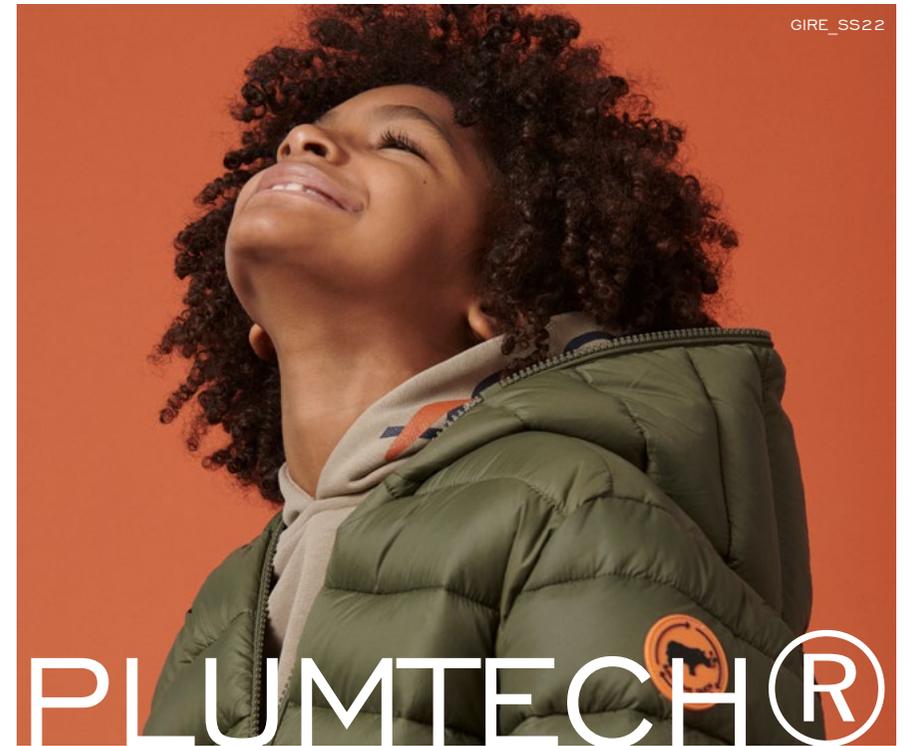
and transparent dialogue with our "Duckers" community.

In 2021, we surveyed to analyse the perception of Save The Duck products and the brand in the markets where we operate. The analysis showed that our customers follow us and choose our products for the whole family.

We keep up to date the sustainability section of our website and the dedicated content on our social networks, through which we spread the main news about our initiatives and activities. This allows us to establish a constant

The main drivers that motivate them to choose us are the care we take in selecting our raw materials, our environmentally friendly sources, and, last but not least, the care we take for animals in our 100% animal cruelty-free operations.

"Save The Duck commitment towards being ANIMAL CRUELTY-FREE means avoiding in any way any animal suffering; hence the choice not to use animal origin materials such as feathers, skins, furs, silks, wools, horns, bones, nacre, waxes, glues, and dyes".



GIRE_SS22

PADDING THAT RESPECTS ANIMALS

PLUMTECH® is the brand name for the 100% polyester padding used for Save The Duck garments. **PLUMTECH®** padding range is Bluesign® approved certified and has been created to guarantee thermal protection that recreates the softness of real down.

RECYCLED PLUMTECH® paddings are made of 100% recycled polyester from PET bottles; a part of these qualities uses fibers produced by REPREEVE, an Oeko-Tex® and GRS certified company.

These certifications guarantee that products made from both virgin and recycled materials respect all environmental and social criteria in their production chains.



16 January 2021 is a historic day: K2, the last 8000-meter peak to remain unclimbed in winter, has been conquered! Among the ten Nepalese mountaineers who were the first to reach the 8611-meter peak is **Mingma Tenzi Sherpa**, who is wearing the suit that we specially prepared for his expedition.

Once again we have shown that it is not necessary to cause suffering to animals to protect ourselves from the rigours of winter, even in the most extreme conditions.



ANIMAL FREE AND SUSTAINABLE SOUL

PRO-TECH

OUR TECHNOLOGICAL RE(E)VOLUTION
100% CRUELTY FREE

The whole PRO-TECH garments line, on the market since 2019, is made up of high-tech and sustainable materials for optimal and long-lasting performance:

100% **RECYCLED PLUMTECH®** padding

Textile fibers certified **GORE-TEX® 100% recycled** and **PFC Free**

ACBC FOR SAVE THE DUCK

In 2021 we extended our collaboration with the start-up ACBC to create **100% animal-free sneakers** made from recycled raw materials. This partnership is significant for us and underlines our increasingly active commitment to protecting all animal species.



EVER_FW21_SS22



REPE_SS22



Monitor for Circular Fashion

REPORT 2021



Our commitment to being fashion industry **changemakers** drives us to put ourselves out there every day to share our experiences and values.

The **SDA Bocconi Sustainability Lab's Monitor for Circular Fashion 2021** collaboration aimed to analyse and examine the dynamics and impacts generated by the fashion industry, to identify and define the main KPIs of circular fashion, in line with the Sustainable Development Goals of the UN 2030 Agenda. In the second half of 2021, the Monitor joined the UNECE (United Nations Economic Commission for Europe) project "Enhancing Transparency and Traceability of Sustainable Value Chains in the Garment and Footwear sector". Partner companies started to develop pilot projects that will comply with the criteria and

principles defined in the study conducted. The monitor 2021 activities were presented in a report for public dissemination, which is intended as a guideline for companies in the sector wishing to apply circularity principles.

For the third year running, in collaboration with the **Sustainable Luxury Academy of the School of Management of Politecnico di Milano**, we are awarding the most interesting thesis project focusing on fashion industry sustainability issues. This award aims to invest in the next generation of professionals and increase their awareness and sense of responsibility.

We played a leading role to disseminate and educate future generations on sustainability issues in the "**Save The Duck Sustainable Choices**" project, carried out with

Istituto Europeo di Design (IED) students, who analysed Save The Duck, developed and proposed strategies to disseminate our brand's inspiring principles among younger generations.

We continued to support universities, institutes, and students as we yearly do. In 2021, we held lectures and interviews at Università Cattolica del Sacro Cuore di Milano, LUISS University, IAAD (Institute of Applied Art and Design), Modartech Institute, and IED Institute. We helped students write their theses, telling them about our business model, often considered a case history.



2.2 OUR SUPPORT FOR ANIMALS

Animals and nature are our sources of inspiration and it is part of our corporate philosophy to preserve them.

We do this actively by promoting initiatives that bring us to live in harmony with nature today and protect it for those who will come after us.

2021

THE MOST SIGNIFICANT PARTNERSHIPS AND INITIATIVES

SAVE THE DUCK FOR LAV'S "IO STO CON GLI ORSI" (I'M WITH THE BEARS) CAMPAIGN

In 2021, we made a specific alliance with LAV to protect the great animals of the forest. We donated a percentage of the proceeds from sales during the summer sales period in our flagship stores and on the e-commerce channel. The raised funds become fundamental resources for LAV's constant work in protecting bears on Italian territory, particularly focusing on the area of the Trentino region.

SAVE THE DUCK AND UNITED PETS FOR SAVE THE DOGS

In collaboration with United Pets, we created coats dedicated to our four-legged friends. Sales proceeds were donated to Save The Dogs, the non-profit organisation whose efforts protect the dignity and ensure the well-being of dogs and cats living on the streets.





SAVE THE DUCK FOR WILDAID

During the year, we chose WildAid for a special partnership. This environmental organisation focuses on protecting and preserving wildlife. Combining our DNA with their efforts against poaching and to reduce the impacts of climate change resulted in a range of customised products, which sales helped support charity initiatives.

ACTIVE PARTNERSHIPS OVER THE YEARS FOR ANIMALS PROTECTION



PETA



LAV



Save The Dogs and Other Animals



WILDAID



GIRE_BLEE_SS22





2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Maintain a donation volume of 1%, to be increased in proportion to turnover increase.

To continue to raise final users' awareness*, we are committed to promoting at least one communication campaign focused on circularity and end-of-life issues.

In 2021, we donated an equivalent of 486,988 euros in kind and money, 1% of the yearly turnover.

We continued to disseminate sustainability content related to animal welfare, environmental and social issues through our "Spread the Message" tool.

*This theme will be explored further in the chapter about people.

2022 | OUR COMMITMENTS

- In order to continue to increase final users' awareness, we are committed to promoting at least one animal protection awareness campaign.
- Maintain a donation volume of 1%, to be increased in proportion to turnover increase.



03

WE LOVE NATURE.

We are *inspired by the nature* that surrounds us to create positive impacts constantly seeking innovative solutions to improve the way we operate.



HIGHLIGHTS

87%: electricity produced from certified **renewable sources**

Save The Duck becomes **Carbon Neutral** in 2021

34%: recycled material including fabrics and padding⁹

⁹. The percentage was calculated on the basis of the weight in kg of fabrics and padding



SUSTAINABILITY PLAN

WE LOVE NATURE.

WE TAKE ACTION FOR CLIMATE

Achieve Carbon Neutrality by 2030



WE PRESERVE THE ECOSYSTEMS

100% BCI certified cotton by 2025



100% PFC-free fabrics by 2025



100% of Suppliers participating in the ZDHC program by 2030



Contribute to research and debate on the impact of microfibers



WE ENHANCE CIRCULAR THINKING ALONG THE PRODUCTS LIFECYCLE

LONGER LIFE-CYCLE

Raise awareness among final consumers about the possibility of extending the life of jackets



Activate the pilot project "MODA DEMOCRATICA" in Italy by 2025: recover jackets at the end of their life and donate to associations



Establish collaborative relationships with associations that are able to reuse the materials of jackets for the creation of other objects



WE ENHANCE CIRCULAR THINKING ALONG THE PRODUCTS LIFECYCLE

PRODUCT ENVIRONMENTAL FOOTPRINT

50% of garments with >40% (by weight) of recycled fabrics, padding and accessories by 2022



Integrate environmental criteria into the Save The Duck product design process with the aim of minimizing environmental impact by 2030



WE WORK FOR A SUSTAINABLE STORE CONCEPT

100% of stores built according to eco-design guidelines



100% of shopping bags made of sustainable materials by 2021



ESG Ratings on 100% of resellers/distributors by 2030



-  Completed activity
-  Ongoing/continuous activity
-  Activities to be started



FOR THE 2022 COLLECTIONS, PRODUCED IN 2021, WE USED:

FOR SAVE THE DUCK

- ♦ **2,352,911** metres of synthetic fibre fabric (nylon and polyester) of which **26% is recycled** (7% in 2020), including Ganesh.
- ♦ **145,585** kg of staple padding of which **21% is recycled** (15% in 2020).
- ♦ **16,128** kg of roll padding of which 98% is recycled polyester (80% in 2020).
- ♦ **2,563,883** zippers.
- ♦ **639,959** badges.
- ♦ **1,206,862** buttons.

FOR GANESH

- ♦ **83,439** metres of fabrics made from natural cotton and linen fibres of which **65% are BCI** - Better Cotton Initiative certified (40% in 2020).
- ♦ **655** metres of synthetic fabrics **100% recycled**.
- ♦ **4,212** zippers.
- ♦ **405,334** buttons.

3.1 CIRCULARITY AND PROTECTION OF ECOSYSTEMS IN THE CHOICE OF MATERIALS

THE RAW MATERIALS OF OUR PRODUCT

The main materials used to make our garments are:

- ♦ **synthetic fibre fabrics**, such as polyamide and polyester, for outer fabrics and linings;
- ♦ **padding** (PLUMTECH® and RECYCLED PLUMTECH®), made of virgin and recycled polyester;
- ♦ plastic and metal **zippers**;
- ♦ **accessories**, such as badges attached to garments and buttons;
- ♦ **cotton fibre fabrics**, used for the athleisure line of garments (sweatshirts, polo shirts and t-shirts);
- ♦ **linen fibre fabrics**, used for the Ganesh collections.



Throughout the development process of our products, nothing is left to chance: our stylists and designers carefully select materials based on technical characteristics, functionality, durability, colour, and finish. They always keep an eye on innovation and take into account production process flows. Each material and component is carefully assessed against the principles and standards outlined

in our **Material Selection Standard**¹⁰, through which we promote the protection of people, animals, and the Planet throughout the production chain.

In addition to this Standard, in 2021 we adopted the **Responsible Design Guidelines**, where we outlined practical suggestions for our designers to follow when creating garments, to be consistent with the principles of circularity.

RESPONSIBLE DESIGN GUIDELINES

- **Material selection:** the creation of a sustainable product starts with the choice of materials. Choosing products that have a low environmental impact, have certifications, and are easily recyclable are preconditions for a sustainable garment.
- **Reducing waste:** optimising the stages from design to production generates less waste. Minimalist design and uncomplicated production processes ensure that the garment does not have an excessive impact on the environment.
- **Durability:** the creation of minimal and high emotional content garments leads to longer uses over time, avoiding premature disposal.
- **Smart design:** innovation in the design phase, using the latest technologies and tools, helps to improve the quality of work and reduce the environmental and social impacts of the garment production phase.
- **Good chemistry:** when designing and sourcing a garment, preference should be given to products from supply chains that certify compliance with regulations, especially about chemical usage limits and wastewater management.
- **Ethical production:** People are the true drivers of production chains: respect for human rights and a supply chain with reduced environmental impacts allow our garments to be more sustainable.
- **Circular perspective:** the design phase must consider the entire value chain of the garment. The use of recycled and recyclable raw materials and the creation of easily disassemblable products that are durable in terms of quality and design reduces the generation of textile waste and its environmental impact.

¹⁰. For more information, please refer to the following link:
https://storage.googleapis.com/savetheduck/sostenibilita/standard_policies/pdf/2_Standard_for_materials_selection.pdf



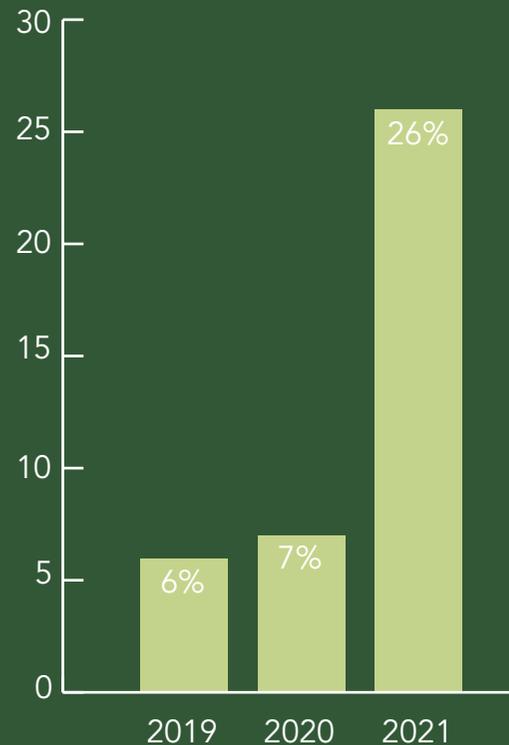
The drive towards circularity comes first through the selection of raw materials.

This year we have significantly increased the amount of recycled synthetic fiber fabrics, both nylon and polyester: we have gone from 7% in 2020 to 26% today, all certified according to the **Global Recycled Standard**.

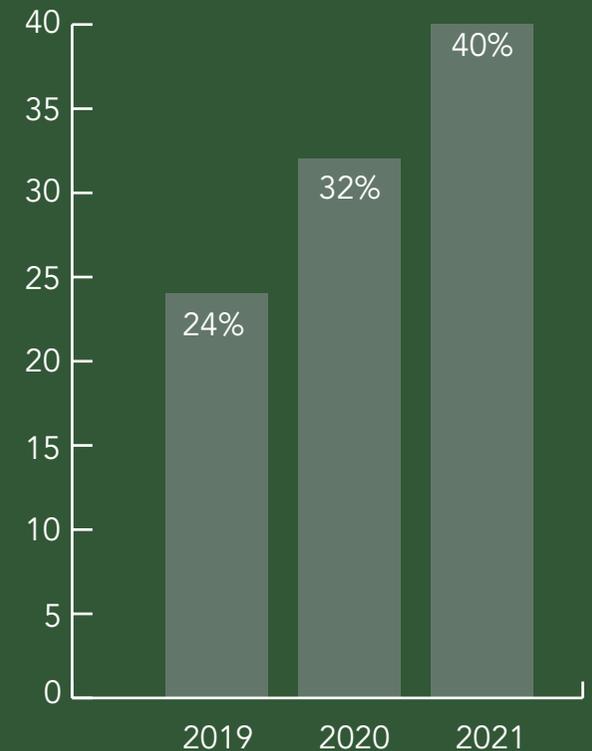
Already since 2017, we have been using RECYCLED PLUMTECH® padding for our Recycled line, which is Oeko-Tex® and GRS (Global Recycle Standard) certified and consists of 100% recycled polyester obtained from the recovery of used PET bottles. From the Fall-Winter 2021 season, we have also started to use recycled padding for other lines of our collection.

We are aware of all impacts our garments have even in the final phase of their life cycle. For the FW 2021-2022, and SS22 seasons, we have proposed the biodegradable line "WE LOVE NATURE", marked with a special badge. The new fabric, tested for these garments, can decompose in about 5 years if disposed of in an anaerobic environment in landfill.

RECYCLED FABRICS USED FOR SAVE THE DUCK COLLECTIONS PER METERS OF FABRIC PURCHASED



RECYCLED PADDING USED





OUR ICONIC PUFFER IN GIGA FABRIC AND OUR PARKA IN SMEG FABRIC



GIGA_SS22

Number of items sold during 2021 seasons

262,1 K

Meters for external fabrics and linings

524,2 K

about 2 meters per puffer

Kg of Plumtech® padding

78,6 K

about 300 grs per puffer



SMEG_FW22

Number of items sold during 2021 seasons

262,1 K

Meters for external fabrics and linings

524,2 K

about 2 meters per puffer

Kg of Plumtech® padding

78,6 K

about 300 grs per puffer





By 2021, around 70% of the cardboard used for packaging is 100% recycled.

PACKAGING

Our commitment to protecting the Planet is not only limited to carefully selecting our raw materials and creating our products, just as we also pay the utmost attention to the selection of the packaging in which we pack and sell our garments.

Since 2019, we've been using bio-bags made of compostable bioplastic as packaging for individual garments. If garments need to be reconditioned before they are sent out, we use 90% recycled plastic bags.

For the distribution of the garments from warehouses to worldwide shops and retailers, we used in 2021 around 121 tonnes of cardboard, of which about 84 tonnes were certified by the **Forest Stewardship Council (FSC)** and 100% recycled.



SAFETY AND PROTECTION OF ECOSYSTEMS IN THE MANUFACTURE OF OUR PRODUCTS

We care about the health of our customers and the protection of the environment, which is why we pay great attention to the safety of the materials we use for our garments.

All materials in our products are analysed according to specific **chemical tests** in cooperation with UL laboratories¹¹.

These tests are carried out according to our RSL (restricted substances list), a protocol that defines specific limits for the use of many chemicals and goes well beyond the regulatory standards required by the countries where we distribute our products, including for example REACH Regulation, SVHC list, and RoHS Directive.

We ask all our suppliers to sign the **Restricted Substances List (RSL)** to become an active part of the journey towards responsible use of chemicals in our supply chain.

One of our goals is to phase out the use of perfluorinated chemicals (PFCs) in the finishing of fabrics we use for our products. PFCs are non-biodegradable substances that are highly harmful to the environment. As part of this improvement process, we are replacing the PFC water-repellent finishing with less impactful solutions to the ecosystem.

By 2021, 17% of the fabrics used for Save The Duck collections are PFC free.

Thanks to our continuous attention and the robust control processes we put in place, there have been no cases of non-conformity relating to product safety in the last three years.

¹¹. For more information, please refer to the following link: <https://www.ul.com/>

RAW MATERIAL CERTIFICATIONS

In 2021, almost all the raw materials used in our products are certified¹² according to specific standards:

- 94% of the garments are made from materials certified according to **STANDARD 100** by OEKO-TEX®, i.e. tested to ensure that these materials do not contain or release substances that are harmful to the environment and human health;
- 57% of the garments are made from Bluesign® approved certified materials, a certification that guarantees the highest level of safety for the end-user, responsible use of resources, and production with the least possible impact on people and the environment;
- 30% of the garments are made from materials certified according to the **Global Recycle Standard (GRS)**, which verifies that production processes are environmentally friendly, people-friendly, and customer-safe;
- 1% of the garments have **Global Organic Textile Standards (GOTS)** and/or **Better Cotton Initiative (BCI)** certification;
- 31% of the fabrics we use in our Save The Duck collections are controlled according to **ZDHC MRSL - Zero Discharge Hazardous Chemicals Manufacturer restricted Substances List**, an initiative that aims to limit and replace the use of hazardous and polluting chemicals within textile supply chains.

¹². The sum of the percentages of certified fabrics with specific certification is greater than 100 because some fabrics are covered by more than one certification.



LCA

ENVIRONMENTAL IMPACT CATEGORIES	POLYESTER	RECY	Δ(%)	GIGA IRIS	RECYCLED NYLON	Δ(%)
♦ Climate change (kgCO ₂ _{eq})	3.63	2.8	-23%	4.75	2.38	-50%
♦ Ozone layer depletion (mg CFC-11-Eq)	0.19	0.16	-16%	0.16	-	-
♦ Photochemical smog formation (Kg NMVOC-Eq)	0.015	0.012	-20%	0.018	-	-
♦ Acidification (Kg SO ₂ -Eq)	0.014	0.010	-29%	0.018	0.011	-39%
♦ Eutrophication (freshwater) (Kg PO ₄ -Eq)	0.0039	0.0032	-18%	0.0043	0.0029	-33%
♦ Water resource depletion (m ³ water-Eq)	1.33	0.78	-41%	1.5	0.77	-49%

The overall result of the analysis confirmed the trend we are following in increasing the use of materials of recycled origin: recycled fabrics and padding avoid the exploitation of virgin resources, significantly reducing the impacts of garments.

- ♦ **Recycled polyester garment**
-23% CO₂ emissions compared to a virgin polyester garment
- ♦ **Recycled nylon garment**
45% lower CO₂ emissions than a virgin nylon garment

WE WANT TO SEE CLEAR

In 2021, we carried out a **Life Cycle Assessment (LCA)** on several types of outerwear to assess and compare their environmental impact throughout their life cycle.

We analysed our most iconic quilted jackets in virgin and recycled polyester, and virgin and recycled nylon.

Comparing the virgin and recycled origins of the two types of material brought out the different impacts.

The analysis showed that:

- ♦ The garments considered in the study have a greater environmental impact in upstream phases of the life cycle, mainly related to the production and finishing of raw materials;
- ♦ Outerwear made of recycled nylon has less impact on the environment than one made of recycled polyester; outerwear made of virgin nylon has a higher covenant than one made of virgin polyester.



2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Further decrease in the use of materials containing PFC.

17% of the fabrics used in 2021 have PFC free finish. Our Pro-Tech line is entirely made of PFC free finished fabrics.

Increasing the percentage of recycled fabrics in our collections.

The percentage of recycled textiles in 2021 increased by 19% compared to 2020 and is now 26%.

Increasing spending on suppliers participating in the ZDHC (Zero Discharge Hazardous Chemicals) programme.

Due to the protracted pandemic, we have had to slow down the process of engaging our suppliers on ZDHC Network issues. In the coming years, we will strive to achieve our goals.

Conduct a Life Cycle Assessment (LCA) on at least one Save The Duck product.

In 2021, we carried out an LCA on Save The Duck iconic outerwear made from virgin and recycled polyester, and virgin and recycled nylon.

2022 | OUR COMMITMENTS

- Continue to further reduce the use of PFC containing materials.
- Continue to increase the percentage of recycled fabrics in our collections.
- Increase spending on suppliers participating in the ZDHC programme.
- Continue to analyse the impacts of our products through Life Cycle Assessment (LCA).



3.2 FIGHTING CLIMATE CHANGE

In 2021, we followed up on the journey we started in 2019 together with 500 other B Corps (now more than 1,100), with whom we have committed to achieving the **Net Zero CO₂ emissions** goal by 2030.

In 2018, we started monitoring our greenhouse gas emissions; over the years, we have consolidated

the measurement and monitoring process and, during 2021, we focused on setting emission reduction targets, and evaluating possible actions to achieve them. This process involved all company divisions, together with top management. The corporate strategy defined the needed investments to achieve the targets.

The initiatives assessed for the gradual reduction of GHG emissions have been included in a specific **Action Plan**:

- SCOPE 1**
 - Optimising the car fleet by choosing low-emission cars.
 - Maintaining air conditioning systems to keep them working effectively.
- SCOPE 2**
 - Purchase 100% electricity with renewable Guarantee of Origin for all flagship stores.
 - Purchasing 100% electricity with renewable Guarantee of Origin for all offices.
- SCOPE 3**
 - Involve suppliers in the Renewable Origin Guarantee Electricity purchase.
 - Involve employees in awareness-raising initiatives concerning the impact of vehicles used for home-work and business travel.
 - Communicate on our e-commerce platforms the GHG emission offsetting actions for products purchased and their shipment.

In parallel with the implementation of emission reduction actions, in 2021 we decided to become carbon neutral, starting to offset our remaining emissions (Scope 1, Scope 2, and Scope 3) through the purchase of **carbon credits**.

PROJECTS SUPPORTED THROUGH THE PURCHASE OF CARBON CREDITS

Musi River Hydro, Indonesia: renewable hydropower on the island of Sumatra.

The main objective of the project is to produce clean energy through the installation of a hydroelectric plant using the flow of water from the Musi river. In addition to ensuring an environmental benefit due to the use and production of renewable energy, this project generates additional impacts linked to the creation of new jobs for local populations, the provision of training courses on natural fertiliser production and composting, and the realisation of public works aimed at improving the standard of living of local populations. In parallel, the project supports a reforestation initiative aimed at protecting local natural ecosystems.

Kariba Forest Protection, Zimbabwe: saving forests, protecting wildlife, and improving lives of local people.

The project, launched in 2011, aims to promote the sustainable development, independence and well-being of local populations. It aims to prevent deforestation and soil degradation on approximately 800,000 hectares of forest. The main benefits deriving from the implementation of the project are the improvement of the life of the local populations through the supply of well water to about 37,000 people, the creation and modernisation of public facilities, the creation of new jobs, the improvement of the quality of life through the training of the local population and, obviously, the protection of the landscape and biodiversity through the protection of forests.



At the beginning of 2022, to further strengthen our path towards reducing climate-changing gas emissions, we decided to join the SBTi - Science-Based Target Initiative - for SMEs, committing ourselves to the target "**Near Term: 1.5 °C**". In March 2022, SBTi approved our Scope 1 and Scope 2 emissions reduction targets: **-50% by 2030**, compared to 2018. We have also declared to SBTi our commitment to monitor and reduce our Scope 3 emissions where possible.



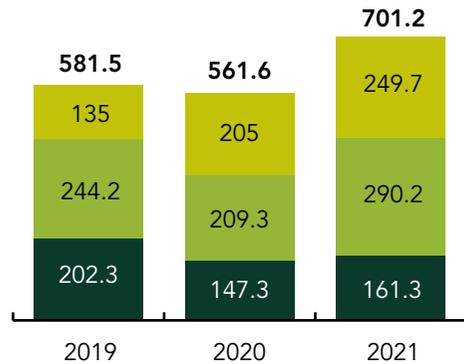
2021 RESULTS

Our **electricity consumption** increased by +25% compared to 2020, mainly due to the opening of the new USA showroom and new shops that, together with those opened previously, became fully operational after the first pandemic period. As of 2021, we have decided to supply the Italian headquarters, the representative office in China, and the shops in Milan, Venice, and Hong Kong with renewable energy, thus covering 81% of our energy consumption with Renewable Energy Guarantee Certificates.

Since 2018 we have taken steps to reduce emissions by introducing hybrid models in the company fleet: today 50% of company cars are hybrids.

We consume no natural gas as Save The Duck offices and shops are heated by a heat pump system.

ENERGY CONSUMPTION - GJ

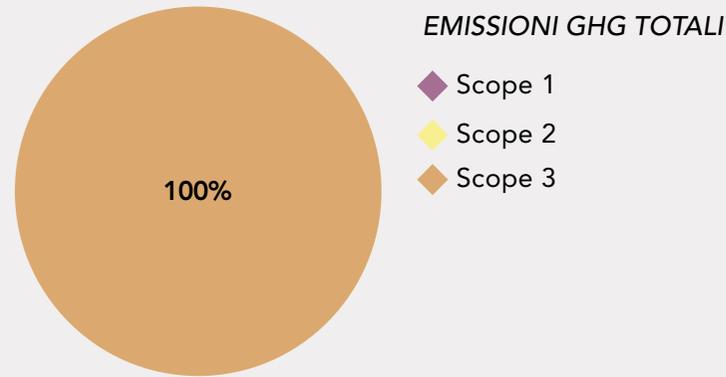


◆ Fuel - corporate fleet ◆ Electricity - offices ◆ Electricity - shops

*Save The Duck corporate fleet consists of one owned and three leased vehicles. Of these, two are hybrid models, one of which is an electric plug-in. As we do not have precise data with reference to the consumption of kWh in the year, the consumption has been estimated on the basis of the kilometres driven.

** The shop in Sainkt Moritz, due to the lack of data from the recent opening (November 2021), is not included in the reporting for the year 2021.

SAVE THE DUCK 2021 CARBON FOOTPRINT



EMMISSIONI GHG - SCOPE 3



Indirect emissions from the purchase of goods and services, amounting to 4,281 tonsCO₂eq, include GHG emissions generated for the production of garments, packaging, and shipping. The category accounts for emissions deriving from the purchase of fabrics, padding, accessories, and auxiliary products for the business, including, for example, paper for printers.

GHG emissions related to the transport and handling of raw materials and finished products amount to 1,061 tonCO₂eq and include transport and distribution flow up and down the value chain. This category includes impacts from e-commerce activities and emissions related to the installation and opening of pop-up stores, and small stands for Save The Duck brand products sales.

We also calculated the GHG emissions related to customers' garments use throughout the life of products, for example, the washing; these amount to 488 tonnesCO₂eq.

Among our impacts, we assessed the GHG emissions produced by Save The Duck employees for commuting and business travel; the combined total amounts to 45 tonCO₂eq, respectively 32 tonCO₂eq for commuting and 13 tonCO₂eq for business travel. The remaining indirect emissions come from estimated waste disposal (80 tonCO₂eq).



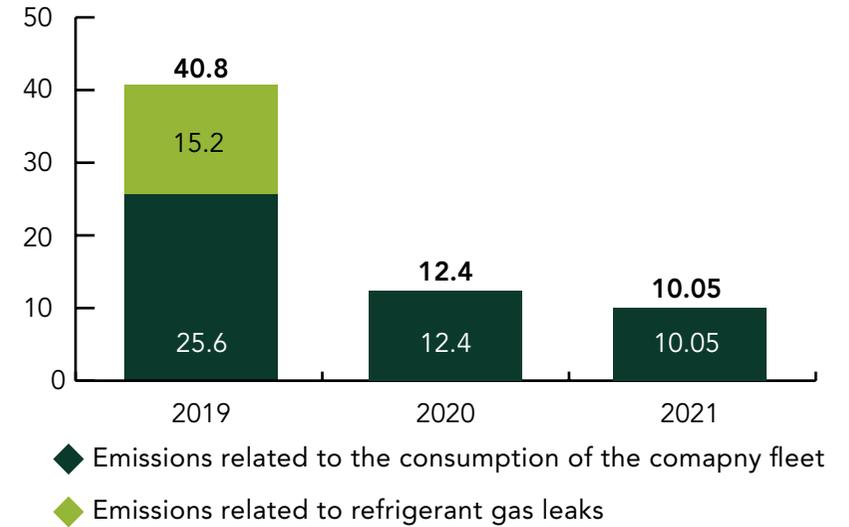
In 2021, our direct CO_{2eq} emissions (Scope 1) were 10.05 tonnes, a 20% reduction in 2020 due to the absence of emissions from refrigerant gas leakage.

The CO_{2eq} emissions corresponding to electricity consumption (Scope 2) amount to 55.61 tonnes calculated using the "location-based" method and are up 23% compared to 2020, mainly due to the opening of the new USA showroom and the full operation of the shops. Scope 2 emissions, calculated using the "market-based" method, were reduced by over 84% compared to 2020 and amounted to 9 tonnes of CO_{2eq}, thanks to the share of electricity from certified renewable sources (87%) purchased during the year.

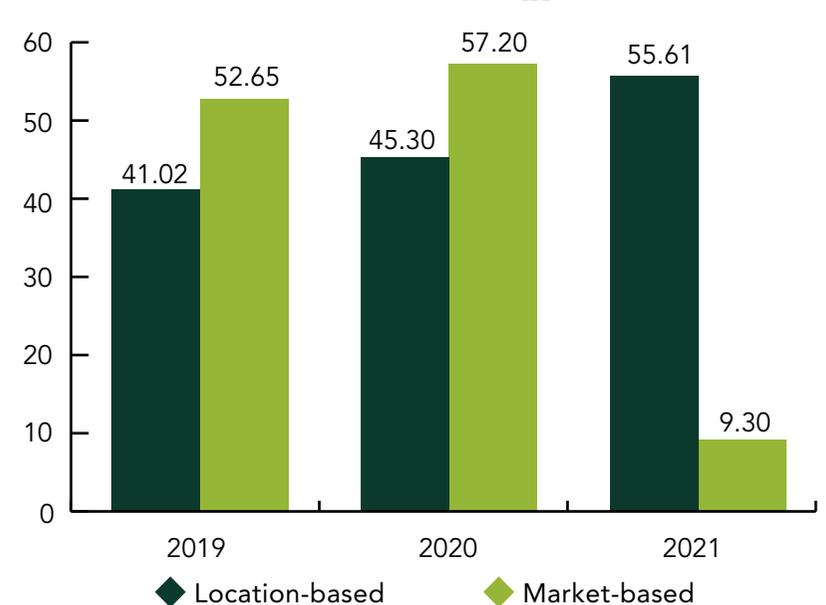
Scope 3 indirect emissions represent almost all of our emissions and include energy and natural gas consumption for the production of our garments and emissions related to their end-of-life disposal. We include in this category: emissions related to the energy consumption of our pop-up stores, the disposal of waste produced in flagship stores, and all emissions from Save The Duck products transportation from our Tier 1 suppliers to our warehouses and from those warehouses to final users.

In 2021, a total of 5,975 tonnes of CO_{2eq} were generated, in line with previous years despite the sales growth experienced.

GHG SCOPE 1 EMISSIONS - CO_{2EQ} TONNES



GHG SCOPE 2 EMISSIONS - CO_{2EQ} TONNES





2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Purchase at least 50% of electricity with a renewable Guarantee of Origin and neutralise Scope 1 emissions by 2021.

In 2021, 87% of the electricity we purchase will come from certified renewable sources. In 2021, we offset all remaining CO₂ emissions, becoming Carbon Neutral.

2022 OUR COMMITMENTS

- Optimising the car fleet by choosing low-emission cars.
- Maintaining air conditioning systems to keep them working effectively.
- Purchase 100% electricity with a renewable Guarantee of Origin.
- Start involving some suppliers in the purchase of electricity covered by Renewable Origin Guarantee Certificates.
- Involve employees in awareness-raising initiatives concerning the impact of vehicles used for home-work and business travel.
- Communicate on our e-commerce platforms the GHG emission offsetting actions for products purchased and their shipment.
- Raise awareness among customers about the impacts of caring for and washing clothes.



04

WE CARE FOR PEOPLE.

We recognise the centrality of the contribution of *our value chain people*.
We work every day to build relationships based on mutual trust and transparency, respecting the rights of every human being.





HIGHLIGHTS

The team is growing: by **+14%** compared to 2020

Who we are: 15% men - 85% women in 2021

Zero accidents at work since 2019



SUSTAINABILITY PLAN

WE CARE FOR PEOPLE.

WE PROMOTE INCLUSIVENESS AND TRUST AT WORK

Get at least 85% positive responses to the corporate climate survey



WE VALUE OUR PEOPLE GROWTH AND PASSION

24hours of training per capita per year by 2025



WE FOSTER THE RESPECT FOR HUMAN RIGHTS

Contribute to the protection of workers and workers' families along the Supply Chain



Social Audits on Tier-1 suppliers amounting to at least 80% of expenditure by 2021



Social assessment of at least 50% of Tier-2 suppliers by 2025



WE SUPPORT OUR COMMUNITIES

12 volunteer hours per year



Address yearly donations to support projects/ associations of local communities



-  Completed activity
-  Ongoing/continuous activity
-  Activities to be started



4.1 OUR PEOPLE

Every day, we strive to build an inclusive, healthy, and transparent working environment in which each individual can fulfill his or her potential. As a team, we work together towards a common goal and we are committed to constantly promoting our values and ideals in every project, initiative, and activity we undertake.

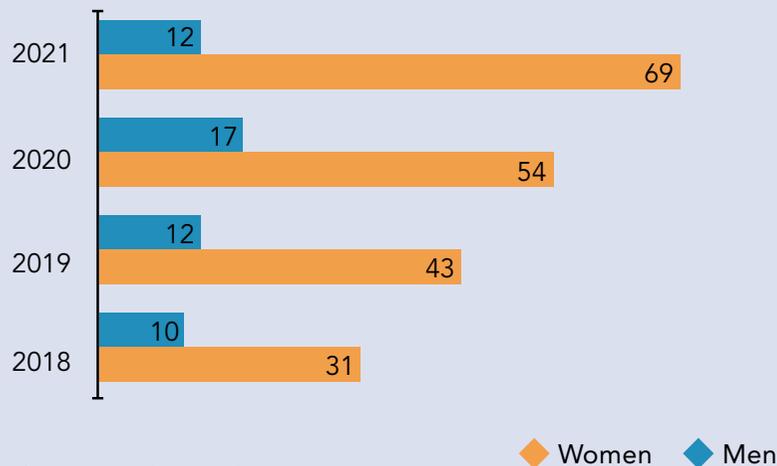
On the 31st of December 2021, the Group workforce comprised

81 people (69 women and 12 men), up 14% compared to 2020. This positive trend is confirmed by the rate of new hires, which in 2021 stands at 37%¹³ (77% of whom are women).

In our Group, 86% of our colleagues are employed on permanent contracts, which is an increase of 7% from the previous year; 80% of our people have full-time contracts.

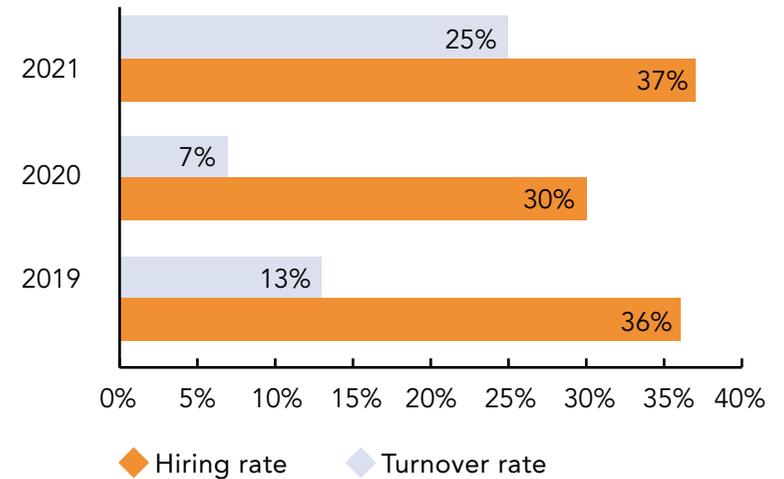
From 2018 to 2021 the number of employees increased by 98%.

SAVE THE DUCK PEOPLE

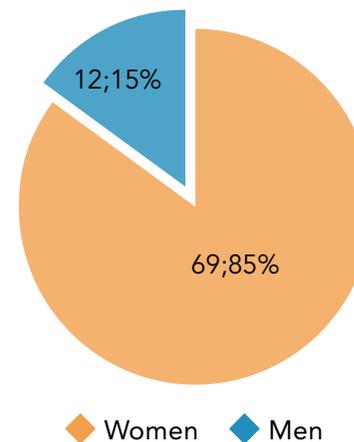


¹³ The rate of new hires is calculated relative to the total number of employees as of 31.12.

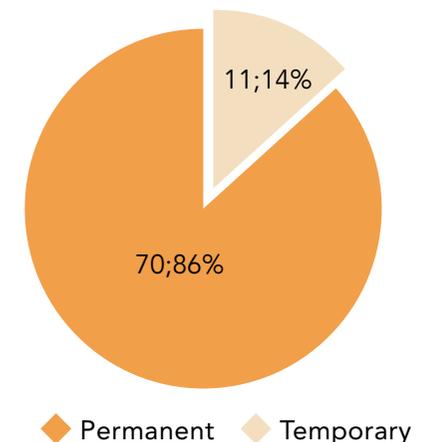
RECRUITMENTS AND TERMINATIONS



EMPLOYEES BY GENDER AS AT 31 DECEMBER 2021



EMPLOYEES BY TYPE OF CONTRACT





WE RESPECT THE INDIVIDUAL AND HIS RIGHTS

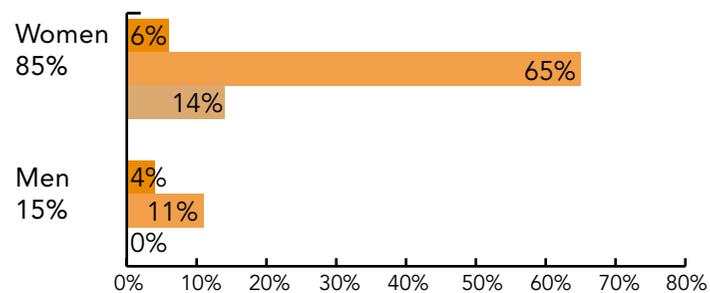
Day after day, we are committed to ensuring that all our actions are carried out with respect and protection of the individual and his or her peculiarities, to project ourselves towards an increasingly responsible future. As we state in our **Code of Ethics**, respect for human rights and a safe and violence-free workplace are principles that we want to share in our value chain. That is why in 2020 we adhered to the ten principles of the UN Global Compact and seek to contribute, through our actions, to the achievement of the Sustainable Development Goals (SDGs) of the UN Agenda 2030. In line with these commitments, we also adhered to the Women's Empowerment Principles (WEPs), so that the promotion of gender equality is increasingly integrated

throughout our supply chain. To this end, in 2021 we drew up our **Diversity and Inclusion Policy**, approved by the Board of Directors. We guarantee and promote equal dignity and rights for all, without discrimination of any kind, aiming to eliminate any injustice among our People, partners and the communities we work with. In line with the objectives of the WEPs we have established an action plan to implement our Diversity and Inclusion Policy.

As of the 31st December 2021, the proportion of women in the total workforce is 85% (76% in 2020) and 14% of employees are under 30 years old.

1 in 7 employees are under 30 years old

EMPLOYEES BY GENDER AND AGE GROUP, 2021



◆ Under 30 years ◆ Between 30 and 50 years ◆ Over 50 years

DIVERSITY AND INCLUSION POLICY - GUIDING PRINCIPLES

- Agile thinking:**

We aim to provide equal and exciting opportunities to our colleagues, stimulate the growth of talented profiles through senior leadership mentorship, and provide career mobility options to accommodate the personal life choices of our People. This will ensure our Organisation remains agile and prepared for future growth.
- Talents diversity:**

We want to attract, develop and retain people with diverse backgrounds and experiences supporting the growth of the Company. Diversity and Inclusion are key elements in all recruitment and selection activities in our Organisation and are transparently visible in all job advertisements, our selection criteria, and vacancy lists. We ensure that job description, screening, and decision-making processes are unbiased.
- Equal opportunities**

We offer equal opportunities to all our People, regardless of their social identity. Our colleague's development of diverse experiences and perspectives, from internships to training opportunities, gives our Organisation a competitive advantage. We provide our resources with pay equity based on market benchmarks for the role, skills, and attributes of the resource, never on gender or other personal characteristics.
- Product offering and gender-neutral marketing**

Our products are always developed with the needs of every human being in mind. We aim to develop gender-neutral communication and marketing projects to not perpetuate any kind of negative stereotype.



PROJECTS SUPPORTING DIVERSITY AND INCLUSION - 2021

STELLA JEAN X SAVE THE DUCK

In collaboration with the designer Stella Jean, we created a limited-edition capsule made of recycled materials to celebrate femininity in all its nuances and the integration of different cultures.

EDWARD CRUTCHLEY AND SAVE THE DUCK

We created a capsule collection with the designer Edward Crutchley, where the stylistic research focused on breaking down gender barriers: we tried to minimise the differences between men's and women's garments, for a more ethical and respectful fashion.





WE PROMOTE PEOPLE'S WELL-BEING AND DEVELOPMENT



For us, focusing on people means being able to provide them with an appropriate **work-life balance** in a welcoming and inclusive work experience.

The Company has been offering support plans for its people for years. Italian colleagues have access to a structured **welfare plan** full of initiatives and guaranteed to all, without differences between part-time and full-time employees. In 2021, 50 people accessed it, 42 women and 8 men, equal to 100% of Italian employees. The welfare plan provides each employee a budget to be spent on education and training, a retirement plan, health services for the whole family, sports activities, transport, and much more.

In 2021, to face the difficulties related to the pandemic, and to support our People, an insurance policy has been taken out in Italy in case of Covid-19 infection. Our colleagues in the foreign offices are granted financial and insurance benefits as an

alternative to the plan in place for the Italian office.

2021 is the third year of our annual **corporate climate survey**, conducted to understand the needs of our People. The latest edition involved colleagues from the Italian, American, Chinese, and Hong Kong offices. The satisfaction rate was in line with the previous ones. The survey identified the activation of targeted training programmes and increased internal communication as improvement areas.

Our employee's development and enhancement are fundamental to achieving the Company's objectives and creating a stimulating working environment. That is why we encourage **training** every year: in 2021 we provided 856 hours of training to 72 employees, an average of 12 hours per person.

Since 2019, we adopted an **employee performance** appraisal system that is based on the individual contribution to the

Company performance and his or her skills and aptitudes. The assessment is carried out through a dedicated form by the manager to whom each resource reports. This monitoring activity allows us to better capture and address needs and potential of our People.

For the third running year, we recorded **zero accidents** at work. This result was possible thanks to the careful prevention we carry out through team members' training to spread the culture of health and safety. It should be noted that our activities do not involve a high level of inherent risks. We act daily in compliance with and applicant of national legislation for the management of health and safety aspects in the workplace. In Italy, we apply the provisions of the Legislative Decree 81/2008 (Consolidated Act on Health and Safety in the Workplace) and subsequent amendments and additions, while in China, Switzerland, and the USA we comply with applicable local legislation.



2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Improving the Company working climate and team well-being through initiatives that foster a positive and collaborative connection among our People.

Strengthening the involvement of colleagues through targeted training and the organisation of inclusive initiatives at all Company sites.

Organise at least one training course for all staff of the Company.

Achieve at least 85% positive response to the internal climate survey.

In 2021 we created an internal chat where each colleague can share their experiences and activities with others.

Targeted training activities were conducted at headquarters. Due to the protracted pandemic, we had to give up initiatives to involve all our locations.

Training courses were conducted involving colleagues from the head office and the Hong Kong office.

In line with the 2020 result, the internal climate survey carried out in 2021 maintained an 85% positive response rate.

2022 | OUR COMMITMENTS

- Continue to promote actions and initiatives to improve the corporate climate and the well-being of our colleagues.
- Strengthening the involvement of colleagues through targeted training and the organisation of inclusive initiatives at all Company sites.
- Increase individual training hours for all employees in the Company.
- Maintain at least 85% of positive responses to the indoor climate survey in the coming years.
- Continue to promote actions and initiatives aimed at ensuring respect for diversity.



4.2 OUR SUPPLIERS AND OUR CUSTOMERS

We outsource the production of our garments to external suppliers, called Tier 1, as we are a trading company and do not have in-house production facilities. Tier 1 suppliers source their components, semi-finished products, and raw materials from Tier 2 suppliers, generally selected and appointed by us. Direct selection of components producers gives us a good level of control over an important part of our production chain.

In 2021, we had 26 manufacturers for Save The Duck brand and 7 for Ganesh brand. Most of them are located in the Hangzhou area in the **Chinese region of Zhejiang**¹⁴. The garments produced for the

European market arrive at Treviso logistic hub and are then distributed to the various Italian and European points of sale through local couriers. Garments assigned to China, Japan, Korea, the USA, and Canada are shipped directly from our manufacturers to the relevant international sales network.

It is a prerequisite that the entire production chain shares our environmental and social standards which we strive to achieve daily through their contribution. Since 2018, we have been asking our Tier 1 and Tier 2 suppliers to sign our **Code of Interdependence**, where we define the minimum requirements that each supplier must comply with in terms of environmental

sustainability, social responsibility, health and safety in the workplace, compliance with the law and ethics.

The select circle of partners with whom we collaborate is subject to social as well as qualitative assessment. Since 2017, we have been partnered with **amfori BSCI** (Business Social Compliance Initiative), an initiative based on the principles of social responsibility defined in its Code of Conduct. This is one of the main tools that provide us with supplier assessment, carried out through independent third-party audits. Based on the outcome of the audit, we support suppliers in the implementation of improvement plans to resolve any critical issues.



In a spirit of cooperation and to not burden suppliers, we also accept audit reports from other internationally recognised

initiatives such as Sedex SMETA, Wrap, Higg Index, and SA8000.

THE AMFORI BSCI CODE OF CONDUCT

- The rights of freedom of association and collective bargaining**
Our enterprise respects the right of workers to form unions or other kinds of workers associations and to engage in collective bargaining.
- Fair remuneration**
Our enterprise respects the right of workers to receive fair remuneration.
- Occupational health and safety**
Our enterprise ensures a healthy and safe working environment, assessing risk and taking all necessary measures to eliminate or reduce it.
- Special protection for young workers**
Our enterprise provides special protection to any workers that are not yet adults.
- No bonder labour**
Our enterprise does not engage in any form of forced servitude, trafficked or non-voluntary labour.
- Ethical business behaviour**
Our enterprise does not tolerate any acts of corruption, extortion, embezzlement or bribery.
- No discrimination**
Our enterprise provides equal opportunities and does not discriminate against workers.
- Decent working hours**
Our enterprise observes the law regarding hours of work.
- No child labour**
Our enterprise does not hire any worker below the legal minimum age.
- No precarious employment**
Our enterprise hires workers on the basis of documented contracts according to the law.
- Protection of the environment**
Our enterprise takes the necessary measures to avoid environmental degradation.

¹⁴. For more information, please refer to the following link: https://www.savetheduck.it/it_en/responsible-supply-chain



THE SUPPLIER EVALUATION PROCESS

In 2021, a total of 34 third-party social audits were detected, of which 18 on Tier 1 suppliers (equivalent to 99.7% of expenditure on Tier 1 suppliers of Save The Duck brand) and 12 on Tier 2 suppliers, increasing compared to 2020. Audits were also conducted on 4 Ganesh brand suppliers.

All suppliers were rated "acceptable" in the assessment areas. Due to the travel restrictions caused by the pandemic, the headquarter team did not have the opportunity to carry out visits to suppliers, as they were used to doing until 2019.

12 Tier 2 suppliers underwent a third-party social audit.

THE SUPPLIER VERIFICATION PROCESS

CODE OF INTERDEPENDENCE



It is the first step to start a collaboration

THIRD-PARTY AUDITS



Verifying suppliers compliance according to BSCI or internationally recognised checklists

INTERNAL MONITORING



Follow-up visits carried out by Save The Duck QC staff, who verify working conditions in the field



Opening of the second Flagship Store in **Venice in Calle Fuseri 4462** and the third in **Hong Kong at the K11 Musea** shopping centre.



Opening of the fourth Flagship Store in **Milano Cordusio**.



Opening of the fifth Flagship Store in **Sainkt Moritz (Switzerland)**

We are aware of the importance of dialogue and communication in our relationship with customers. For this reason, we are committed to ensuring maximum transparency and balance to convey our messages to the public through our means of communication.

The concept of our shops, pop-ups, and temporary stores reflects our principles of respect for the environment and animals. We use recycled and natural materials for mannequins and hangers, 100% recycled paper shopping bags, dyes and fillers derived from rice husks, and high-efficiency LED lamps to reduce energy consumption. This approach allows unique taken care of customer experience: we have a whole internal guide dedicated to the sustainable design of our **flagship stores**.

Every year we install our pop-up stores in the world's leading department stores, as a direct means of communicating our values among customers.



During the year we developed and shared projects to raise awareness among our end customers on the Company's key issues, such as garments circularity and durability and responsible lifestyles. We created a custom version of the classic "snakes and ladders"¹⁵.

Instagram is one of the most relevant means of communication for us and has around 106,000 followers. We share with our "Duckers" information about our products, anniversaries of global ethical commitment days, and disseminate projects to raise awareness of environmental and social responsibility issues. One of our favourite projects for 2021 is "One tip a week", a weekly column of tips and tricks for low-impact lifestyles.

The LinkedIn channel is followed by about 4600 users and we use it to highlight our sustainability initiatives, projects and collaborations, such as those related to B Corp initiatives.

INTERACTION WITH OUR CLIENTS

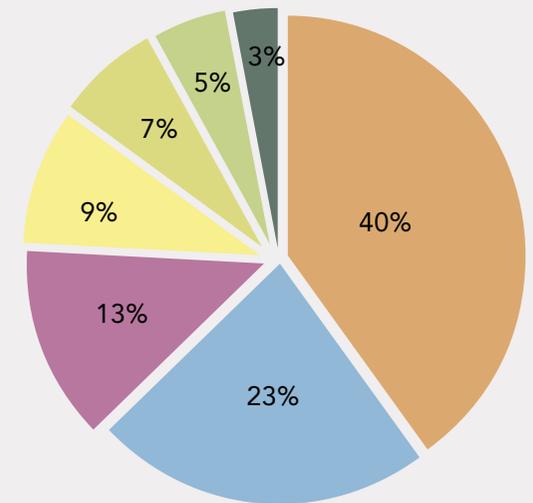
Our customer care is always active: it answers questions providing a quality service on sold products. In 2021, we received more than 4,000 questions and requests via ticket opening.

Our final users also contact us through the direct line of social channels, to ask questions and information about the products and the Company.



CUSTOMERS' QUESTIONS

- ◆ Garments
- ◆ Returns and refunds
- ◆ Care and maintenance
- ◆ Raw material information
- ◆ Collaborations
- ◆ Sustainability
- ◆ Other



15. For more information, please refer to the following link: https://www.savetheduck.it/it_en/care-and-maintenance



2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Maintain a high level of control over Tier 1 suppliers (at least 80% of expenditure) and further increase the number of Tier 2 suppliers to be audited by third parties (at least 50% of expenditure).

Organise initiatives to raise final users' awareness of sustainability issues at flagship stores and/or through communication channels already in place.

To continue to raise awareness among our users, we are committed to promoting at least one communication campaign focused on circularity and end-of-life issues.

Social audits have been conducted on lower rates of Tier 1 and Tier 2 suppliers than targeted due to the difficulties caused by the pandemic. We are therefore committed to improving performance for 2022.

We increased initiatives to raise final users' awareness at the flagship stores and on key digital platforms. Examples of this commitment are our "The Game of The Duck", an educational and informative game, and the "One tip a week" project to raise awareness of environmental and social issues among our followers.

We continued to disseminate sustainability content related to animal welfare, environmental and social issues through our 'Spread the Message' tool.

2022 | OUR COMMITMENTS

- Maintain a high level of control over Tier 1 suppliers (at least 80% of expenditure) and further increase the number of Tier 2 suppliers to be audited by third parties (at least 50% of expenditure).
- Continue to promote initiatives to raise final users' awareness of sustainability issues at flagship stores and/or through the communication channels already in place.
- Further, increase customers' awareness by launching a campaign about garment maintenance to ensure proper disposal at the end of life.
- Monitor and share with our partners (at least 50% of manufacturers and raw material suppliers) the minimum decent living wage levels for the different countries in which they operate.



4.3 4.3 OUR COMMUNITY

We have always supported and promoted social and community initiatives through our connection and collaboration network with Italian and international associations and organisations.

In 2021, we were ready to support Save the Children in tackling the immigration emergency. We donated clothing to Civico 0, the first reception center for migrants arriving in Italy, just as SAVE THE DUCK USA did with the reception center in Texas. For the first time, we created a joint initiative that went beyond the borders of Europe. We provided Save the Children garments for the reception camps in Afghanistan, in continuity with the project launched in 2019 to support children in the suburbs of Kabul.

In 2021, we decided to protect our People and their families from the pandemic, therefore we were unable to implement specific corporate volunteering projects. However, we organised a charity sale promoted and managed internally by Milan headquarters staff; sales proceeds have been donated to SOSstegno 70 association and dedicated entirely to finance the "Beta is a Better" project of the Diabetes Research Institute of Milan, supported by "Un brutto t1po".

Our Hong Kong office has contributed with the donation of garments to support 3 associations that deal with families with serious illnesses, disabilities, and economic difficulties.

ORGANISATIONS SUPPORTED OVER THE YEARS FOR HUMAN RIGHTS



Chi Heng Foundation



Save the Children



The Intellectually Disabled Education and Advocacy League



SOSstegno70



The Little Life Warrior Society (LLWS)



Cometa



2021 | OUR ENGAGEMENTS

GOAL

STATUS OF PROGRESS

Maintain a donation volume of 1%, to be increased in proportion to turnover.

This year our turnover returned to growth and we still donated the equivalent of 1% of our turnover. The donations were directed to associations and organisations that share our ideals of animal welfare, protection of human rights, and the environment.

Promoting corporate volunteering, reaching at least 12 hours per person per year.

Due to the pandemic, corporate volunteering activities has been minimal.

2022 OUR COMMITMENTS

- Promoting corporate volunteering, reaching at least 12 hours per person per year
- Maintain a donation volume of 1%, to be increased in proportion to turnover.





5

APPENDIX



5.1 UNITED NATIONS GLOBAL COMPACT

UNGC

HUMAN RIGHTS
LABOUR
ENVIRONMENT
ANTI-CORRUPTION

UNGC PRINCIPLES

1. Business should support and respect the protection of internationally proclaimed human rights
2. Make sure that they are not complicit in human rights abuses
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
4. The elimination of all forms of forced and compulsory labor
5. The effective abolition of child labor
6. The elimination of discrimination in respect of employment and occupation
7. Businesses should support a precautionary approach to environmental challenges
8. Undertake initiatives to promote greater environmental responsibility
9. Encourage the development and diffusion of environmentally friendly technologies
10. Businesses should work against corruption in all its forms, including extortion and bribery

SAVE THE DUCK

- 4. WE CARE FOR PEOPLE.
- 3. WE LOVE NATURE.
- 3. WE LOVE NATURE.
- 3. WE LOVE NATURE.
- 3.1 Circularity and protection of ecosystems in choosing materials
- 3.2 Fighting climate change
- 1. SAVE THE DUCK DNA
- 1.2 Our business transparency



5.2 METHODOLOGICAL NOTE

This is the fourth edition of the Sustainability Report (hereinafter also "Report") of Save The Duck (hereinafter also "the Company"), in which the main information concerning the environmental, social, and economic aspects that characterise the Company is highlighted.

The process undertaken for the preparation of the Report, under the coordination of a dedicated working group, involved top management and the various corporate functions that actively contributed to the selection of relevant issues, the preparation of the document, and the collection of data and information necessary for its preparation.

Save The Duck Annual Report has been drawn up by the GRI Global Reporting Standards, the world's most widely used and applied sustainability reporting standards, set out in 2016 by the Global Reporting Initiative (GRI), under the Core option, as set out in Standard 101: Foundation, paragraph 3.

The initial steps for the preparation of the Report, in line with the GRI standard, were the identification

and prioritisation of Save The Duck stakeholders, described in detail below, and the analysis of material issues for the Company (materiality analysis), described in detail in the chapter "Our ongoing responsibility".

Save The Duck's fourth Sustainability Report covers the financial year 2021 (1 January to 31 December) and contains, where available, performance trends over the three years 2019-2021 for comparative purposes. As of the date of publication of these Financial Statements, there are no significant events that occurred in 2021, other than those already reported in the text. The reporting boundary is Save The Duck unless otherwise stated.

The Company has its registered and administrative headquarters in Milan, Via Arcivescovo Calabiana, 6.

The Save The Duck Sustainability Report has not been audited by an independent third party.

OUR STAKEHOLDERS

Identifying and prioritising the Company stakeholders are key steps in the subsequent selection of the most relevant sustainability aspects on which to focus the content of our Report. Based on an analysis of the company's

structure, business activities, value chain, and network of relationships around the Company, we mapped Save The Duck's various stakeholders who, through management involvement, were classified according to the criteria:

- **Influence on Save The Duck:** the ability of the stakeholder to influence the Company's strategic or operational decisions;
- **Save The Duck dependence:** the level of stakeholder's dependence on the organisation choices, products and activities.

LIST OF SAVE THE DUCK STAKEHOLDERS:

- Employees
- Shareholders and investors
- Environment
- Animals
- Suppliers
- Sales network, distributors and wholesalers
- Competing companies
- Supported communities and associations
- Statutory auditor
- End customers
- Control bodies and legislators
- Trade associations
- Media and Public Opinion
- Online community / Influencers
- Environmental Associations/
- Human Rights
- Consumer associations

This analysis has allowed us to assign a level of priority to the different categories of stakeholders. We at Save The Duck promote communication and dialogue initiatives with our stakeholders to consolidate the relationship of mutual trust and continuous dialogue.



The following table shows the main communication channels active with the categories of stakeholders identified as priorities and the main issues on which discussions with the Company are established.

STAKEHOLDER	THEMES/EXPECTATIONS EXPRESSED BY STAKEHOLDERS	TYPE OF INVOLVEMENT ACTIVITIES
EMPLOYEES	<p>The issues that are most discussed with employees are related to care and management of the employment relationship and brand development.</p>	<p>Employees are constantly involved by sharing information on the Company performance, establishing an ongoing dialogue and holding meetings and consultations between the different corporate functions.</p>
MEDIA AND PUBLIC OPINION	<p>The topics of discussion are mainly related to the Company approach to sustainability trends in the sector and the measurement of environmental impacts throughout the production process.</p>	<p>The relationship with the media is maintained through regular discussions and press releases, in which the Company presents its sustainable solutions, the use of innovative materials and information on the production of 100% animal-free clothing.</p>
FINAL CONSUMERS	<p>The issues on which end customers are asking for more details are mainly related to the use and impacts of microfibres and the innovative features of Save The Duck collections (e.g. recycled materials).</p>	<p>The involvement of end customers is mainly through customer service activities and on the main social networks (i.e. Facebook, Instagram).</p>
ONLINE COMMUNITY / INFLUENCER	-	<p>The relationship with the online community takes place through the publication of information on the various social channels (e.g. Instagram) and the website.</p>
CONTROL BODIES AND LEGISLATORS	<p>The expectations expressed mainly relate to the compliance of Save The Duck activities with current legislation and industry regulations.</p>	<p>With a view to transparency, the Company has established channels of continuous dialogue and exchange of information with the control bodies and the legislator, in order to constantly adapt its practices to the regulations in force, following the applicable best practices.</p>
SHAREHOLDERS	<p>Shareholders' expectations concern the governance structure, the management of the Company and the financial results.</p>	<p>In addition to institutional channels and written communications, the Company has established opportunities for discussion and exchange of information on the Company management and performance with its shareholders.</p>
INVESTORS	<p>The most relevant issues for investors concern the financial management of the Company and its profitability.</p>	<p>The Company has established channels of continuous dialogue and exchange of information with its investors, such as organising meetings and issuing periodic reports to provide updates on the financial situation and economic trends of the sector and the Company.</p>



MATERIAL ANALYSIS

Since the first edition of the Sustainability Report, Save The Duck mapped the sustainability issues potentially relevant to the Company based on a series of preliminary activities (benchmarking, analysis of the sector and global trends, media analysis), of the contributions received from the different business divisions and of the aspects proposed by the **GRI Standards**. Subsequently, the Company conducted a materiality analysis to identify potentially relevant issues as material. The Company assessed the various sustainability issues according to their relevance internally and to its stakeholders, as required by the GRI reporting standard.

In particular, for the 2018 edition of the Report, a workshop was held during which members of top management sorted sustainability issues based on relevance to Save The Duck, taking into account not only their **perceptions** but also the Company's formal commitment to the issues under analysis, corporate priorities and the organisation main areas of environmental, economic and social impact.

In determining the relevance of sustainability issues from a stakeholder perspective, we took into account the results of the preliminary analyses carried out, in particular:

- **Benchmarking** analysis of comparable Italian and international companies operating in the clothing sector, which has enabled us to understand which sustainability issues they deal with most in their public documents;
- the analysis of **pressures in the field of sustainability** for the textile and clothing **sector**, through the reconnaissance of the issues most dealt with in the publications of the main sector and category associations (The Ellen MacArthur Foundation, European Clothing Action Plan, Camera Nazionale della Moda, etc.) and some international organizations (RobecoSam, SASB, etc.);
- analysis of **sustainability trends at a global level**, through a mapping of the sustainability issues most considered by the main stock exchanges, sustainability rating agencies (DJSI, MSCI, etc.), international organizations (GRI, World Economic Forum, etc.) and government institutions (EU, UN, etc.);
- analysis of the **relevance of the media and public opinion** with regard to sustainability issues, through a survey of the main events concerning Save The Duck, considering articles in both local and international newspapers.

In 2021, in line with previous years, the materiality matrix was updated, for more information see the "Material issues" section of "Our ongoing responsibility".



The table lists the GRI issues relevant to Save The Duck and its stakeholders, the corresponding scope in terms of impact, and any limitations to reporting due to the unavailability of scope data outside the organization.

GRI MATERIAL TOPICS	MATERIAL ASPECT REPORTING BOUNDARY		BOUNDARY REPORTING LIMITATIONS	
	INTERIOR	EXTERIOR	INTERIOR	EXTERIOR
MATERIALS	SAVE THE DUCK	Suppliers of processing and raw materials	-	Reporting partially extended to suppliers of processing and raw materials
ENERGY	SAVE THE DUCK	Suppliers	-	Reporting not extended to suppliers
EMISSIONS	SAVE THE DUCK	Suppliers	-	Reporting extended to Tier 1 and Tier 2 suppliers
SOCIAL EVALUATION OF SUPPLIERS	SAVE THE DUCK	-	-	-
ENVIRONMENTAL ASSESSMENT OF SUPPLIERS	SAVE THE DUCK	-	-	-
FORCED OR COMPULSORY LABOUR	SAVE THE DUCK	Suppliers of processing and raw materials	-	-
HEALTH AND SAFETY AT WORK	SAVE THE DUCK	Suppliers of processing and raw materials	-	Reporting not extended to suppliers of processing and raw materials
EMPLOYMENT	SAVE THE DUCK	-	-	-
DIVERSITY AND EQUAL OPPORTUNITIES	SAVE THE DUCK	-	-	-
MARKETING AND LABELING	SAVE THE DUCK	-	-	-
CONSUMER HEALTH AND SAFETY	SAVE THE DUCK	-	-	-
ECONOMIC PERFORMANCE	SAVE THE DUCK	-	-	-
FIGHTING CORRUPTION	SAVE THE DUCK	-	-	-
SOCIO-ECONOMIC COMPLIANCE	SAVE THE DUCK	-	-	-



PRINCIPLES FOR DEFINING THE CONTENT AND QUALITY ASSURANCE OF THE REPORT

In accordance with the GRI Standards, the principles used to define the contents of this Report are as follows:

- **Completeness:** the Report intends to cover the main social, economic and environmental issues, allowing stakeholders to assess Save The Duck sustainability performance as comprehensively as possible;
- **Sustainability context:** the performance reported here is set within the broader sustainability context of Save The Duck business;
- **Stakeholder inclusiveness:** the introductory chapter indicates the main stakeholders of the Company and the engagement methods implemented;
- **Materiality:** the contents of the Report, as reported above, are based on the concept of materiality and therefore include the topics (as defined by the GRI Standards) most relevant to the Company and its stakeholders.

Consistent with the reporting standards, the following principles were applied to ensure the quality of content: accuracy, reliability, clarity, comparability, balance and timeliness.

THE REPORTING PROCESS AND CALCULATION METHODOLOGIES

The qualitative and quantitative information of a social, environmental and economic-financial nature contained in this Report was collected through direct interviews with the heads of the various corporate functions and by sending special data collection forms, according to an annual reporting process. Below are the main calculation methods and assumptions for the performance indicators reported, in addition to those already indicated in the Report.

For the calculation of the health and safety indices, accidents that resulted in at least one day of absence are taken into account, excluding commuting accidents. In particular, the accident frequency index was calculated as follows: $\text{Frequency index} = \text{number of accidents at work/hours worked} \times 1,000,000$.

For environmental data, where not available, conservative estimation approaches were used, which led to the selection of assumptions associated with the least positive environmental performance for the Company.

Greenhouse gas emissions were calculated using the following formula: activity data (e.g. kWh of electricity) multiplied by the respective emission factor.

The emission factors and GWPs used to calculate GHG emissions are as follows:

- For the calculation of direct greenhouse gas emissions (Scope 1), the kilometres travelled in the year by the Company fleet of cars were estimated using a conservative estimation approach (for the years 2019 and 2020), while for the year 2021 the actual kilometres travelled by Save The Duck fleet of cars were used; the conversion factors were taken from the 'Defra - Department for Environment, Food and Rural Affairs' database (2019-2020-2021);
- For the calculation of indirect greenhouse gas emissions (Scope 2), the emission factors published by the Terna group in the document "International comparisons" (2019-2020) and by the Association of Issuing Bodies in the "European Residual Mixes" (2019-2020) were used;
- For the calculation of other indirect GHG emissions (Scope 3), where not directly provided by the transport company, conversion factors taken from the 'Defra - Department for Environment, Food and Rural Affairs' database (2019-2020-2021) were used.

For information and further details on this document, please contact:

Save The Duck
info@savetheduck.com



5.3 DETAILED TABLES OF GRI INDICATORS

3. WE LOVE NATURE

GRI 301-1: MATERIALS

SAVE THE DUCK BRAND	U.M.	2020 collections produced in 2019		2021 collections produced in 2020		2022 collections produced in 2021		GANESH BRAND	U.M.	2022 collection produced in 2021
		Materials used	% recycled materials	Materials used	% recycled materials	Materials used	% recycled materials			
SYNTHETIC FIBRE FABRICS	m	1,870,755	6%	1,634,215	7%	2,352,911	25%	SYNTHETIC AND NATURAL COTTON AND LINEN FIBRES	m	84,094
THERMAL INSULATION PANEL PADDING	m	41,492	89%	44,871	80%	49,371	98%	OF WHICH OEKO-TEX CERTIFIED	%	43
THERMAL INSULATION SYNTHETIC PADDING	kg	134,511	4%	126,597	15%	145,585	21%	OF WHICH BCI CERTIFIED	%	63
BADGE	n.	452,069	-	560,000*	-	639,959	-	OF WHICH GRS	%	0.01**
SNAP AND BUTTONS	n.	430,628	-	890,303	-	1,206,862	-	BUTTONS	n.	405,334
ZIPPERS	n.	1,782,195	-	1,873,835	-	2,563,883	-	ZIPPERS	n.	4,212
OTHER PLASTIC COMPONENTS	n.	226,950	-	559,759	-	902,331	-			

*the badge numbers has been recalculated

**total % of Ganesh brand synthetic fabrics



GRI 302-1: ENERGY

ENERGY CONSUMPTION	U.M.	2019	2020	2021
FUEL USED FOR COMPANY FLEET	GJ	202.3	121.8	161.3
ELECTRICITY	GJ	379.2	414.3	539.9
Offices	GJ	244.2	209.3	290.2
Stores*	GJ	135.0	205.0	249.7
Total energy consumption	GJ	581.5	536.1	701.2

*For 2021, the figure does not include the new store in St. Moritz, which opened in the last months of the year.

GRI 305-1, 2 AND 3: GHG EMISSIONS SCOPE 1, 2 AND 3

CO _{2e} EMISSIONS	U.M.	2019	2020	2021
DIRECT EMISSIONS (SCOPE 1)	ton CO _{2e}	40.8	6.9	10.5
fuel-related emissions for company cars	ton CO _{2e}	25.6	6.9	10.05
emissions related to refrigerant gas leaks from air-conditioning system	ton CO _{2e}	15.2	0	0
INDIRECT ENERGY EMISSIONS (SCOPE 2) – LOCATION BASED	ton CO _{2e}	41.0	45.3	55.61
emissions related to the purchase of electricity from the national grid	ton CO _{2e}	41.0	45.3	55.61
INDIRECT ENERGY EMISSIONS (SCOPE 2) – MARKET BASED	ton CO _{2e}	52.6	57.2	9.30
emissions related to the purchase of electricity from the national grid	ton CO _{2e}	52.6	57.2	9.30

GRI 305-3: GHG EMISSIONS SCOPE 3

CO _{2e} EMISSIONS	U.M.	2021
OTHER INDIRECT EMISSIONS (SCOPE 3):	ton CO _{2e}	5.955
from the purchase of goods and services	ton CO _{2e}	4.281
from upstream transport and distribution	ton CO _{2e}	841
from waste	ton CO _{2e}	80
from business trips	ton CO _{2e}	13
by employee commuting	ton CO _{2e}	32
from transport and downstream distribution	ton CO _{2e}	220
by employee commuting by use of the products sold	ton CO _{2e}	488



3. WE CARE FOR PEOPLE

GRI 102-8: TOTAL NUMBER OF EMPLOYEES BY CONTRACT TYPE, GENDER AND REGION

TYPE OF CONTRACT	GENDER	GROUP			ITALY			CHINA			HONG KONG		USA		SWITZERLAND
		2019	2020	2021	2019	2020	2021	2019*	2020	2021	2020	2021	2020	2021	2020
PERMANENT	Woman	38	42	59	25	29	39	13	13	11	4	5	0	2	2
	Man	12	14	11	10	11	8	2	2	2	0	0	1	1	0
TEMPORARY	Woman	5	12	10	2	6	3	3	6	0	3	7	0	0	0
	Man	0	3	1	0	0	0	0	3	0	0	1	0	0	0
Total		55	71	81	37	46	50	18	24	13	7	13	1	3	2

TYPE OF CONTRACT	GENDER	GROUP			ITALY			CHINA			HONG KONG		USA		SWITZERLAND
		2019	2020	2021	2019	2020	2021	2019*	2020	2021	2020	2021	2020	2021	2021
FULL TIME	Woman	36	44	54	23	31	35	13	13	11	4	5	0	1	2
	Man	12	13	11	10	11	8	2	2	2	0	0	1	1	0
PART - TIME	Woman	7	10	15	4	4	7	3	6	0	3	7	0	1	0
	Man	0	3	1	0	0	0	0	3	0	0	1	0	0	0
Total		55	71	81	37	46	50	18	24	13	7	13	1	3	2



GRI 401-1 (A): TOTAL NUMBER AND RATE OF NEW EMPLOYEES HIRED BY GENDER

GENDER	U.M.	2019	2020	2021
WOMEN	n. %	16 29%	16 23%	23 32%
MEN	n. %	4 7%	5 7%	7 9%
Total	n. %	20 36%	21 30%	30 37%

GRI 401-1 (B): TOTAL NUMBER AND RATE OF TERMINATED PERMANENT EMPLOYEES BY GENDER

GENDER	U.M.	2019	2020	2021
WOMEN	n. %	5 9%	5 7%	8 10%
MEN	n. %	2 4%	0 0%	12 15%
Total	n. %	7 13%	5 7%	20 25%

GRI 401-3 (B,C): PARENTAL LEAVE

PARENTAL LEAVE	U.M.	2019	2020	2021
NUMBER OF EMPLOYEES WHO TOOK MATERNITY LEAVE	n.	N/A	1	2
NUMBER OF EMPLOYEES WHO TOOK PATERNITY LEAVE	n.	N/A	0	0
TOTAL NUMBER OF EMPLOYEES RETURNING FROM MATERNITY LEAVE	n.	N/A	1	2
TOTAL NUMBER OF EMPLOYEES RETURNING FROM PATERNITY LEAVE	n.	N/A	0	0

GRI 403-9: OCCUPATIONAL ACCIDENTS AND INJURY RATES

GENDER	U.M.	2019	2020	2021
NUMBER OF ACCIDENTS AT WORK	n.	0	0	0
ANNUAL HOURS WORKED	hours	82.330	95.540	120.542
FREQUENCY INDEX	no/hours	0	0	0



GRI 405-1: STAFF COMPOSITION BY JOB TITLE, GENDER AND AGE GROUP

QUALIFICATION AND GENDER		AGE RANGE	2019	2020	2021
DIRECTORS	WOMEN	< 30 years	0.0%	0.0%	0.0%
		from 30 to 50 years	1.8%	1.4%	1.2%
		> 50 years	1.8%	0.0%	0.0%
	TOTAL WOMEN		3.6%	1.4%	1.2%
	MAN	< 30 years	0.0%	0.0%	0.0%
		from 30 to 50 years	3.6%	2.8%	2.5%
> 50 year		1.8%	2.8%	2.5%	
TOTAL MEN		5.5%	5.6%	5.0%	
MANAGERS	WOMEN	< 30 years	0.0%	0.0%	0.0%
		from 30 to 50 years	9.1%	8.5%	14.8%
		> 50 years	0.0%	0.0%	1.2%
	TOTAL WOMEN		9.1%	8.5%	16%
	MAN	< 30 years	0.0%	0.0%	0.0%
		from 30 to 50 years	5.5%	4.2%	2.5%
> 50 year		0.0%	0.0%	0.0%	
TOTAL MEN		5.5%	4.2%	2.5%	
EMPLOYEES	WOMEN	< 30 years	9.1%	19.7%	13.5%
		from 30 to 50 years	52.7%	45.1%	49.4%
		> 50 years	3.6%	1.4%	5.0%
	TOTAL WOMEN		65.5%	66.2%	67.9%
	MAN	< 30 years	1.8%	2.8%	0.0%
		from 30 to 50 years	7.3%	9.9%	6.2%
> 50 year		1.8%	1.4%	1.2%	
TOTAL MEN		10.9%	14.1%	7.4%	
TOTAL EMPLOYEES	WOMEN	< 30 years	9.1%	20.0%	13.6%
		from 30 to 50 years	63.6%	55.7%	65.4%
		> 50 years	5.5%	1.4%	6.2%
	TOTAL WOMEN		78.2%	77.1%	85.2%
	MAN	< 30 years	1,8%	2.8%	0.0%
		from 30 to 50 years	16,4%	16.9%	11.1%
> 50 year		3,6%	4.2%	3.7%	
TOTAL MEN		21,8%	23.9%	14.8%	



5.4 CONTENT INDEX

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
GENERAL DISCLOSURES			
ORGANIZATION PROFILE			
GRI 102: GENERAL DISCLOSURES 2016	102-1 Name of the organization	67	
	102-2 Activities, brands, products, and services	8 - 9; 11	
	102-3 Location of headquarters	6	
	102-4 Location of operations	6	
	102-5 Ownership and legal form	14	
	102-6 Markets served	6	
	102-7 Scale of the organization	15; 53	
	102-8 Information on employees and other workers	53 - 54	
	102-9 Supply chain	58 - 59	
	102-10 Significant changes to the organization and its supply chain	8 - 9	
	102-11 Precautionary Principle or approach	The Group does not apply the precautionary principle	
	102-12 External initiatives	10; 15; 19; 32-33; 63	
	102-13 Membership of associations	8	
STRATEGY			
	102-14 Statement from senior decision-maker	4	
ETHICS AND INTEGRITY			
	102-16 Values, principles, standards, and norms of behaviour	12 - 13; 17	
GOVERNANCE			
	102-18 Governance structure	12 - 14	

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
GENERAL DISCLOSURES			
STAKEHOLDER ENGAGEMENT			
GRI 102: GENERAL DISCLOSURES 2016	102-40 List of stakeholder groups with whom the organisation engages	22; 67 - 68	
	102-41 Collective bargaining agreements	In 2021, all the Italian employees are covered by the National collective bargaining agreement; in China the employment relationship is regulated by the Chinese law.	
	102-42 Identifying and selecting stakeholders	22; 67 - 68	
	102-43 Approach to stakeholder engagement	22 - 23; 67 - 69	
	102-44 Key topics and critical issues from the stakeholder engagement activity	22 - 23; 67 - 69	
REPORTING PRACTICE			
	102-45 Entities included in the consolidated financial statements	70	
	102-46 Defining report content and topic Boundaries	67; 69 - 71	
	102-47 List of material topics	23; 70	
	102-48 Description of changes made to information in previous reports	66	
	102-49 Significant changes in scope and boundary	66	
	102-50 Period covered by the Sustainability Report	67	
	102-51 Date of most recent publication of the Sustainability Report	67	
	102-52 Reporting cycle	67	
	102-53 Contact details for enquiries regarding the Sustainability Report	71; 80	
	102-54 Choosing the option in accordance with GRI Standards	67	
	102-55 GRI Content Index	77 - 80	
	102-56 External Assurance	67	



GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
MATERIAL TOPIC			
GRI 200 - ECONOMIC PERFORMANCE INDICATORS			
ECONOMIC PERFORMANCE			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	15	
	103-3 Evaluation of the management approach	15	
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 Direct economic value generated and distributed	15	
ANTI-CORRUPTION			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	12; 20	
	103-3 Evaluation of the management approach	12; 20	
GRI 205: ANTI-CORRUPTION 2016	205-3 Confirmed incidents of corruption and actions taken	20-21	
GRI 300 - ENVIRONMENTAL PERFORMANCE INDICATORS			
MATERIALS			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	38 - 44	
	103-3 Evaluation of the management approach	38 - 44	
GRI 301: MATERIALS 2016	301-1 Materials used by weight or volume	38; 40 - 42	
	301-2 Recycled input materials used	38; 40 - 42	
	301-3 End-of-life products and their packaging materials	Save The Duck didn't activate any process of reclaiming of its products after use.	

GRI STANDARDS	DISCLOSURE	REFERENCE	OMISSIS
MATERIAL TOPIC			
GRI 300 - ENVIRONMENTAL PERFORMANCE INDICATORS			
ENERGY			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	46 - 49	
	103-3 Evaluation of the management approach	46 - 49	
GRI 302: ENERGY 2016	302-1 Energy consumption within the organization	47	
EMISSIONS			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	46 - 49	
	103-3 Evaluation of the management approach	46 - 49	
GRI 305: EMISSIONS 2016	305-1 Direct (Scope 1) GHG emissions	47 - 48	
	305-2 Energy indirect (Scope 2) GHG emissions	47 - 48	
	305-3 Other indirect (Scope 3) GHG emissions	47 - 48	
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	58 - 59	
	103-3 Evaluation of the management approach	58 - 59	
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016	308-2 Negative environmental impacts in the supply chain and actions taken	58 - 59	



GRI STANDARDS DISCLOSURE REFERENCE OMISSIS

MATERIAL TOPIC

GRI 400 - SOCIAL PERFORMANCE INDICATORS

OCCUPATIONAL

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	53 - 56	
	103-3 Evaluation of the management approach	53 - 56	
GRI 401: OCCUPATIONAL 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	56	

OCCUPATIONAL HEALTH AND SAFETY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	53 - 56	
	103-3 Evaluation of the management approach	53 - 56	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018, MANAGEMENT APPROACH	403-1 Occupational health and safety management system	53 - 56	
	403-2 Hazard identification, risk assessment, and incident investigation	53 - 56	
	403-3 Occupational health services	53 - 56	
	403-4 Worker participation, consultation, and communication on occupational health and safety	53 - 56	
	403-5 Worker training on occupational health and safety	53 - 56	
	403-6 Promotion of worker health	53 - 56	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	53 - 56	
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018	403-9 Work-related injuries	75	

GRI STANDARDS DISCLOSURE REFERENCE OMISSIS

MATERIAL TOPIC

GRI 400 - SOCIAL PERFORMANCE INDICATORS

FORCED OR COMPULSORY LABOUR

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	58 - 59	
	103-3 Evaluation of the management approach	58 - 59	
GRI 409: FORCED OR COMPULSORY LABOUR 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	58	

SUPPLIER SOCIAL ASSESSMENT

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	58 - 59	
	103-3 Evaluation of the management approach	58 - 59	
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016	414-2 Negative social impacts in the supply chain and actions taken	58	

CUSTOMER HEALTH AND SAFETY

GRI 103: MANAGEMENT APPROACH 2016	103-1 Explanation of the material topic and its Boundary	22 - 23; 69 - 71	
	103-2 The management approach and its components	43	
	103-3 Evaluation of the management approach	43	
GRI 416: CUSTOMER HEALTH AND SAFETY 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	43	



GRI STANDARDS

DISCLOSURE

REFERENCE

OMISSIS

MATERIAL TOPIC

GRI 400 - SOCIAL PERFORMANCE INDICATORS

MARKETING AND LABELING

<p>GRI 103: MANAGEMENT APPROACH 2016</p>	<p>103-1 Explanation of the material topic and its Boundary</p> <p>103-2 The management approach and its components</p> <p>103-3 Evaluation of the management approach</p>	<p>22 - 23; 69 - 71</p> <p>12 - 13; 43; 61</p> <p>12 - 13; 43; 61</p>	
<p>GRI 417: MARKETING AND LABELING 2016</p>	<p>417-1 Requirements for product and service information and labeling</p>	<p>Save The Duck provides information about the origin and composition of products as per current regulations. The information concerning the certifications of the materials used can be consulted on the e-commerce page of the Company website.</p>	

TOPICS NOT COVERED BY GRI DISCLOSURE

SUSTAINABLE PRODUCT INNOVATION

<p>GRI 103: MANAGEMENT APPROACH 2016</p>	<p>103-1 Explanation of the material topic and its Boundary</p> <p>103-2 The management approach and its components</p> <p>103-3 Evaluation of the management approach</p>	<p>22 - 23; 69 - 71</p> <p>28; 30; 38 - 42</p> <p>28; 30; 38 - 42</p>	
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