



UN Global Compact ***Communication on Progress***

December 2022

TRUSSARDI

UN GLOBAL COMPACT

COMMUNICATION ON PROGRESS 2022 STATEMENT OF CONTINUED SUPPORT

Milan, 18 November 2022

To our stakeholders:

Here at Trussardi we believe that doing well means doing right for our stakeholders at large. Our 111-year long history is a testament to the commitment of our company to social and environmental responsibility. From the first public campaign "I save a tree", whose profits went to fund an open public subscription promoted by WWF to save the Amazon rainforest back in 1989, to the newly launched concept store at Palazzo Trussardi Alla Scala, designed using recycled materials, embracing the philosophy of reuse rather than discard, Trussardi is continuously evolving, putting its ESG policies at the forefront of its agenda.

I am pleased to confirm that Trussardi S.p.A. reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations.

We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Mr. Sebastian Suhl
Chief Executive Officer
TRUSSARDI S.p.A.

TRUSSARDI SPA
Società Unipersonale

Società soggetta all'attività di direzione e coordinamento di Levrier Holding SPA
Sede Legale: Piazza della Scala 5 20121 Milano T +39 02 8068821
www.trussardi.com info@trussardi.com pec trussardi@legalmail.it

Capitale Sociale € 1.000.000,00 I.V. C.C.I.A.A. 1239427

Iscrizione al Registro delle Imprese di Milano e C.F. N. 01709450165 - P.IVA N. 08766830155

Area	Action	Target	Progress/Notes	SDG
Business ethics and anti-corruption	<ul style="list-style-type: none"> Adoption of the Organisation, Management and Control Model pursuant to Legislative Decree 231/2001 for the Italian company. Adoption of a Group Code of Ethics. Adoption of a Group Whistleblowing System. 	2020 <i>(Achieved)</i>	1h of training for all staff on the code of ethics and the whistleblowing policy	17
Sustainability management	Sustainability working group (composed by Legal, HR, Store building, marketing and communication, E-commerce, CSR and COO) appointed.	2021 <i>(Achieved)</i>		
	Organize monthly meetings to discuss the implementation status of the ESG action plan and identify new focus areas/actions to be added (please consider the benchmarking analysis reported in the last section of this Report)	2021	On-going	
	Present the results and status of the action plan bi-annually to the BoD			
	Develop and keep updated an ESG materiality analysis for the Group. Directly engage with key stakeholders (e.g. clients, employees, press/media, retailers/distributors, suppliers) by sending them a digital survey as part of the process of the materiality analysis of the Group.	2021 <i>(Achieved)</i>	Digital survey set, analysis completed in October 2021	12 & 13
	Join the sustainability working group of <i>Camera della Moda</i> .	2021 <i>(Achieved)</i>		
	Sign the Fashion Pact and evaluate the opportunity to become signatory/commit to sustainability principles defined by international organization, such as the UN Global Compact.	2025		
	Sign UN Global Compact a non-binding agreement from CEO world wide and from their companies, to adopt sustainable practices and to report on their progress.	2022	CoP in progress	17
	Sign Women Empowerment Principles a set of Principles offering guidance to business on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Established by UN Global Compact and UN Women	2025		5
Environmental management	Implement a structured Environmental Management System to manage environmental aspects related to Trussardi's activities and to monitor environmental KPIs.	2024		12 & 13
	Define an Environmental Policy and specific sustainability guidelines to be adopted in all the Trussardi's retails to improve their environmental performances.	2021	Retails guidelines drafting in progress	

Area	Action	Target	Progress	SDG
Energy efficiency and energy consumption reduction	Implement energy efficiency initiatives planned for the new headquarter, such as: <ul style="list-style-type: none"> • Complete the replacement of old generation rope lifts with new generation push systems; • Complete the replacement of all Fancoils with new generation elements; • Replacement of AHU with new generation machines; • Recovery of all furnishings from FBF with moving to TAS; • Recovery of the existing floor. 	2022		12 & 13
	Purchase Renewable Energy Certificates for all stores.	2023	In progress	
GHG emissions reduction	Assess scope 1 and scope 2 GHG emissions. Perform a gap assessment on data available for scope 3 assessment (at least for logistics).	- 2023 - 2025	- Scope 1 and 2 - Scope 3 / TBD	
	Impact audit performed to identify opportunities to reduce environmental impacts of Trussardi's activities, including logistics.	2023	In progress	
	Renewable energy: - Switch to renewable energy for all stores and buildings	2025	100% of renewable energy	
Waste management and product end-of-life	Implement the new structure for the eco-management of unsold/not-fit-for-sale stock in order to better separate different clothing which could be donated or re-used (e.g. denim clothing).	2021 (Achieved)	New structure/procedures operational since 01-2021	
	Improve product circularity by working on initiatives to improve product's useful life and manage end-of-life product to reduce the waste production.	On going	Partnership with Caritas for re-use of dead stock	
Packaging reduction	Extend the initiatives in place for sustainable packaging (paper FSC certified, Shiro echo raw paper) to 50% of Trussardi's products.	2023	In progress	
Product and materials sustainability	Define and implement initiatives to improve sustainability of Trussardi's products: <ul style="list-style-type: none"> • Ensure the 30% of the accessories for all lines made utilizing recycled/ recyclables material; • Ensure the 5% of eco-friendly raw materials purchased and used (e.g. source from suppliers that joined the Better Cotton Initiative and audited members of the Leather Working Group, purchase upcycled and recycled denim). 	2023	In progress	

Area	Action	Target	Progress	SDG
Product and materials sustainability	Define and implement initiatives to improve sustainability of Trussardi's products: <ul style="list-style-type: none"> • <i>Ensure the 50% of eco-friendly raw materials purchased and used: better denim (10%)</i> • <i>Recycled leather</i> • <i>Organic cotton</i> 	2025	<ul style="list-style-type: none"> • First sourcing of regenerative cotton and capsule of T-shirt 	<ul style="list-style-type: none"> • 12 & 13
	Approve the Trussardi's Product Restricted Substances List (PRSL) (included in the Supplier Code of Conduct) and implement a monitoring system to ensure review and update twice a year.	2021 (Achieved)		
	Evaluate the opportunity to join Road Map to '0' and certify selected products or product lines.	2025	<ul style="list-style-type: none"> - 100% of chemical substances will be compliant with RSL - 30% tanneries ZDHC certified 	
Biodiversity	<ul style="list-style-type: none"> • <i>Urban gardening project</i> • <i>Food waste initiative</i> 	2025	In progress	
Animal welfare	Sourcing: <ul style="list-style-type: none"> • Animal welfare policy • LWG verified leather • Traceability of animal products • Pet rescue initiative supported 	2025	<ul style="list-style-type: none"> - 50% Leather from LWG tanneries - -50% animal products traced to first stage - 50% wool from non-mulesed sheep - -20% regenerative wool - Pet rescue: in progress 	

Area	Action	Target	Progress	SDG
Diversity and inclusion	Recruiting: <ul style="list-style-type: none"> Ensure the adoption of the Gender Positive And Anti-discriminatory Manifesto by Trussardi's management team. Training for management staff against unconscious bias 	2022	<ul style="list-style-type: none"> D&I manifesto approved D&I survey, once a year Genderless clothing allowance Training planned and completed for management levels (2022) 	- 4 & 8
	Marketing and communication: <ul style="list-style-type: none"> D&I casting, marketing and pr: anti-racism and inclusive communication training Collab and content creators + diverse vip/friend of the house: showcase diverse array of identities in pr and communication projects & collaborations 	2023	<ul style="list-style-type: none"> All pr/comm staff trained >50% of d&i identities displayed > 50% D&I vip/friend of the house 	
	Creative direction: genderless and fluid products, size inclusivity	2022	>50% of genderless and fluid products in collection	
Human resources management	<ul style="list-style-type: none"> Intro to sustainability training for all employees Evaluate the possibility to launch specific programs for employees in the coming years. Examples: Provide specific training on Trussardi's Sustainability Strategy to the management, new hires and retailers. Implement a talent attraction & development program. Formalised performance review linked to bonus extended to all employees. Implement safety milestones and monitoring process of specific health & safety KPIs. Implement voluntary programs to reduce the risk of work-related stress. 	2025	<ul style="list-style-type: none"> 1h of training for all staff in sustainability literacy 	
Data Privacy and data protection	<ul style="list-style-type: none"> Finalize the GDPR privacy impact assessment. Review and approve the Privacy Policy updated. Develop and implement the training course on privacy and data protection. 	2024	In progress	17

Area	Action	Target	Progress	SDG
Supply chain management	Approve and adopt the Suppliers Code of Conduct including the following sustainability features	2021 <i>(Achieved)</i>	- Code of conduct approved on 31-3-2021	8
	The Supplier Code of Conduct should be signed by all suppliers by 2021 and include specific anti-corruption measures	2021 <i>(Achieved)</i>	100% of Tier 1 suppliers signed the CoC	
	Constantly monitor suppliers and keep track of environmental, social and sustainability certifications .	2022	<ul style="list-style-type: none"> Update of suppliers' certification status on-going. New overview by January 2023 	12 & 13
	Ensure the laboratory test of 60% of purchased materials .	2021 <i>(Achieved)</i>		
	Ensure the laboratory test of 100% of purchased materials .	2024	<ul style="list-style-type: none"> In progress 	8
	Draft and approve the Transparency policy to guarantee transparency for labor conditions and environmental performance in the supply chain.	2023	Drafting the policy	
	Definition and approval of the verification system for monitoring environmental, social, human rights, safety standards along the supply chain of third-party companies employing Trussardi's brand . Joined SEDEX	2021	<ul style="list-style-type: none"> Manual of procedures approved Joined Sedex and mapping in progress 	
	Ensure traceability (name, country of origin,...) for more than 50% of suppliers and sub-contractors	2023	Tier 1 & 2: mapping in progress	
	Supply chain risk analysis	2023	Risk analysis in progress–	
	Supply chain auditing	2023	Suppliers providing at least 50% of production at audited by end '22	