



## **POLICY FOR PHILANTHROPY, SOLIDARITY AND COMMUNITY SUPPORT INITIATIVES**

Approved by the Board of Directors of Tod's S.p.A. on 06/03/2023

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## I. SCOPE

The **Policy for philanthropy, solidarity and community support initiatives of the TOD'S Group** (hereinafter also referred to as the "Group" or "TOD'S") has been drawn up with the aim of extending and enhancing the initiatives through which the organisation expresses its commitment to the most fragile, to protecting children, to young people, to supporting women and to supporting the historical, artistic, environmental and cultural heritage, in line with the objectives promoted by the Sustainability Policy and in compliance with the principles of integrity and transparency set out in the Group's Code of Ethics and Anti-Corruption Policy.

This Policy is in line with the fundamental principles of the UN Global Compact and the Sustainable Development Goals (SDGs), which the Group pursues through its Sustainability Plan.

## 2. RECIPIENTS

The recipients of this Policy for philanthropy, solidarity and community support initiatives of the TOD'S Group (hereinafter also referred to as the "Policy") are the corporate bodies, the employees (without exception), the contractors (including, but not limited to, consultants, agents, representatives, brokers, etc.), and anyone who works with TOD'S Group Companies in any capacity. The Group's main internal and external stakeholders, such as employees, the territory and the community, NGOs, schools and universities, and industry associations, are taken into account in the drafting and application of this Policy.

## 3. FOREWORD

Luxury brands are now redefining their values and objectives, extending their mission beyond creativity and excellence to become enablers of social and cultural change and generators of positive impact on the environment and communities. TOD'S is aware of its role as a key player in promoting the socio-economic development of the territory and supporting the most fragile and, since its foundation, has been supporting initiatives to grow the communities it operates in and generate development and value for their territories, with the aim of leaving no one behind. In view of further extending and enhancing these initiatives, the Group has promoted the definition of this Policy, which

formalises the guidelines and correct implementation methods for philanthropy, solidarity and community support initiatives.

## 4. COMMITMENT

The redistribution of the value generated for the communities and territories in which - and thanks to which - the Group operates represents an opportunity for TOD'S to combine competitiveness with the creation of social value in the long term. Therefore, local needs are connected with corporate objectives, to the point of identifying projects and initiatives that respond to shared interests, in order to generate a concrete and measurable positive impact on communities.

Accordingly, the TOD'S Group's philanthropy, solidarity and community support initiatives are substantiated in five main areas of intervention:

- **Support for the most fragile**, the most vulnerable people living in situations of hardship due to their physical, mental, family, economic, ethnic and social conditions.
  - Together with the institutions and charitable associations active in the territories where the Group operates, TOD'S intends to support interventions to help people in situations of objective difficulty, through food support, the coverage of medical expenses, the purchase of medicines, the payment of household utilities, contributions to rents or support in emergency situations, such as evictions, as well as initiatives in favour of young people and social-employment placements. Through its presence in the territory, TOD'S continuously mentors and monitors these situations of fragility.
  - By collaborating with the associations present in the Group's areas of operation, TOD'S intends to foster the social integration of children with disabilities, also by offering support to their families.
  - TOD'S aims to work together with institutions and third sector associations to promote training and professional integration programmes for people suffering from addictions, to help them chart new life paths built on self-esteem and personal dignity.
- **Child Protection and Youth Support**
  - TOD'S may collaborate with institutions and non-profit associations in Italy and around the world to support and projects to protect the life, health, well-being and rights of children.

- The Group may also support the development of youth centres, including in peripheral and marginal areas.
- **Protecting women**  
The Group intends to promote:
  - Initiatives to support gender equality and women's empowerment through training, coaching and professional development projects.
  - Actions to tackle gender-based violence, reception projects for women victims of harassment, abuse and violence and their children, with health care, psychological support, social support, accompaniment in the legal process, customised projects to exit violence, accompaniment to services and social reintegration, school placement for minors and educational-parenting support.
- **Support for the historical, artistic, environmental and cultural heritage**
  - The TOD'S Group is interested in is interested in looking after the historical, artistic, environmental and cultural heritage present in the sites it operates and in supporting protection and enhancement initiatives, also with a view to returning precious parts of their territory and culture to local communities.

## 5. MANAGEMENT AND MONITORING

Initiatives of philanthropy, solidarity and community support in favour of foundations, institutions, organisations or entities dedicated to carrying out social and cultural activities are permitted insofar as they are carried out in strict compliance with the law, in accordance with the principles of integrity and transparency set forth in the Group's Code of Ethics and Anti-Corruption Policy and do not compromise the integrity and reputation of the TOD'S Group in any way.

Moreover, the Recipients of this Policy authorised to carry out grant/sponsorship programmes shall abide by the following principles:

- All programmes shall be authorised and codified into appropriate documentation that provides unequivocal evidence of the counterparty to the programme, and the motivations underlying the disbursement;
- the beneficiary of the initiative must first undergo due diligence checks to ascertain its credibility and honourableness; the grant disbursement process, if made in cash, must be carried out through authorised banks/financial intermediaries;

- offering or paying a sponsorship and grant/award where such largesse might be construed as attempting to influence independent decision making, or to curry favour or advantage, shall be strictly prohibited;
- All transactions shall be properly traceable and filed.

## **6. DISSEMINATION AND REPORTING**

The TOD'S Group undertakes to ensure the widest possible circulation of this Policy, also by ensuring a suitable communication, training and awareness-raising programme, determined and coordinated by the Human Resources Department.

The Recipients of this Policy shall be required to be familiar with this document, with each Recipient contributing - within the scope of his/her role - to compliance with the same.

Furthermore, the Group is responsible for keeping this Policy updated over time, and for disclosing and disseminating any amendments to the Recipients.

This Policy is also made available through publication on the company website at [www.todsgroup.com](http://www.todsgroup.com).

With the aim of increasing accountability towards its stakeholders, the TOD'S Group is committed to reporting on its philanthropy, solidarity and community support initiatives and performance within the Sustainability reporting processes and tools, made available to stakeholders on the corporate website.

### **6.1 Reports, violations and penalty system**

All the Recipients, should they become aware of any suspected violation of this Policy or of any behaviour that does not comply with the rules of conduct adopted by the Group Companies, must provide information through the reporting channels set up within the whistleblowing system adopted by the Group.

Any violation of the provisions set forth herein may constitute a violation on the part of TOD'S Group Company employees of their employment relationship and/or a disciplinary infraction, with all attendant legal consequences, including in terms of keeping their job, and may give rise to a claim for damages arising from such violation.

## **7. APPROVAL AND UPDATES**

This Policy has been approved by the Tod's S.p.A. Board of Directors.

With the view to promote the continuous improvement of its philanthropy, solidarity and community support initiatives, this Policy will be periodically evaluated in light of significant changes related to community needs, the main considerations arising from discussions with its stakeholders and the results of performance measurements related to its activities.

Any change and/or update to the Policy shall be approved by the same body, and promptly provided to all Recipients.

## **8. CONCLUSIONS**

This document has been drafted in accordance with the principles and rules established in the Group's Code of Ethics, and in other official documents, which delve further into the issues discussed herein.