



# **TOD'S GROUP DIVERSITY, EQUITY AND INCLUSION PROTECTION POLICY<sup>1</sup>**

Approved by the Board of Directors of Tod's S.p.A. on 24/01/2024

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<sup>1</sup> This Policy updates and replaces the previous Diversity, Equity and Inclusion Protection Policy approved by the Board of Directors of Tod's S.p.A. on 25/01/2023.

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## **I. SCOPE**

The TOD'S Group Diversity, Equity and Inclusion Protection Policy (hereinafter also referred to as the “Group” or “TOD’S”) has been developed with the aim of fostering the dissemination and promotion of the principles of governance and social sustainability that have always guided the Group in the transparent and responsible performance of its activities, in line with the Code of Ethics and the Sustainability Policy. The respect for such principles - together with the values of equality and impartiality, transparency and reliability, honesty, ethics, good faith and privacy, as cited within the Code of Ethics before - is something imperative, both within the Group as well as with any parties with whom the Group interacts in its ordinary course of business.

## **2. RECIPIENTS**

The recipients of this Diversity, Equity and Inclusion Protection Policy (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, including employees, customers, suppliers and external laboratories, shareholders, investors and the financial community, territory and community, media and influencers, Public Administration, governmental and supervisory bodies, schools, universities and design institutes and industry associations, are taken into account in the drafting and application of this Policy.

## **3. FOREWORD**

The TOD'S Group considers its people to be its most precious resource and cares for their safety, well-being and “know-how” by promoting a management based on the principles of fairness, integrity and respect, which it considers to be essential and necessary values in both internal relations and in relations with third parties.

On the basis of these principles, the Policy clearly and transparently establishes the set of rules and values that inspire it, to combat all forms of discrimination and to safeguard full equality between men and women in the workplace<sup>2</sup>. This approach is reflected in the Group's Management Model, based on the Values of Passion, Excellence, Integrity & Respect, Collaboration & Empathy, Courage & Innovation.

The intention is to create a diverse working environment and an inclusive culture, where everyone feels valued and can express their full potential and talent.

## 4. COMMITMENT

The TOD'S Group, inspired by the principles laid out in the Fundamental Conventions of the ILO (International Labour Organization)<sup>3</sup> and in the UN's Universal Declaration of Human Rights on non-discrimination, undertakes to:

- promote equality, combating any kind of discrimination on the basis of sex, race, skin colour, ethnic or social origin, genetic characteristics, language, religion or personal convictions, political or any other opinion, membership in a national minority, wealth, birth, disability, age or sexual orientation;
- guarantee that all employees and contractors of the Group maintain, in the workplace and with respect to the third parties with whom they engage, a respectful and fair conduct, expressing a behaviour that reflects inclusion and equality;
- condemn and oppose any form of harassment, be it gender-based, physical, verbal or sexual;
- promote and guarantee respect for equal opportunities and encourage gender balance, ensuring equal working conditions for employees of both sexes and facilitating a balanced management of the relationship between family and professional life;

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<sup>2</sup> TOD'S also adopted its own "Policy on diversity in the composition of the Company's Board of Directors" on 6 March 2018.

<sup>3</sup> These include the C111 Convention on discrimination (employment and occupation).

- promote and foster meritocracy and fair treatment at all professional levels, favouring the development, expression and enhancement of the potential of individuals;
- promote and foster gender equity among speakers in occasion of round tables, events, conferences or other technical-scientific panels;
- support multiculturalism in all company activities and contexts, which is considered to be fundamental to the development of the Group's innovation, creativity and competitiveness.

The Group is committed to ensuring and requiring compliance with these principles by all recipients, at all stages of the employment relationship, from the selection phase to the end of the relationship.

In order to further strengthen its commitment, TOD'S has adhered to the ten principles of the UN Global Compact<sup>4</sup>, contributing to the achievement of the sustainable development goals (SDGs) of the UN 2030 Agenda.

## 5. DISSEMINATION, TRAINING AND REPORTING SYSTEM

### 5.1 Dissemination, training and method of application

The TOD'S Group undertakes to ensure the widest possible circulation of this Policy to all Recipients, also through a suitable communication, training and awareness-raising programme, determined and coordinated by the Human Resources Department<sup>5</sup>.

All the Recipients of this Policy are required to be familiar with its content, contributing, insofar as each is responsible, to ensuring compliance with it.

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

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<sup>4</sup> These include Principle I "*Businesses should support and respect the protection of internationally proclaimed human rights*" and Principle VI "*Businesses should uphold the elimination of all forms of forced and compulsory labour*".

<sup>5</sup> The Corporate Human Resources Office, with the support of the local Human Resources Departments (if any).

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

## **5.2 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 dedicated IT platform, available at the following link: “<https://areariservata.mygovernance.it/#!/WB/tods>”.

Roles, procedures and responsibilities concerning the whistleblowing system are defined within the “Whistleblowing Management (Whistleblowing Channel)” procedure, which should be referred to for the details.

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 it may give rise to a claim for damages arising from such violation.

## **6. APPROVAL AND UPDATES**

This TOD'S Group Diversity, Equity and Inclusion Protection Policy has been approved by the Board of Directors of Tod's S.p.A.

The Companies belonging to the TOD’S Group have adopted the Policy by resolution of their respective Governing Bodies, adapting it as needed to their particular needs and local customs in accordance with the principle of managerial independence.

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

## 7. 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.