

stories

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a shared commitment

POLICY FOR SOCIAL RESPONSIBILITY, THE ENVIRONMENT, OCCUPATIONAL HEALTH AND SAFETY

Founded in 1955 and acquired by Chanel in 2000, Roveda represents the **Italian savoir-faire** in the manufacturing of **shoes** at a global level.

Located a few kilometres from Milan, in the historic shoe-making district of **Parabiago**, it is now one of the most important companies in the country in this sector and produces for Chanel as well as for other major Italian and foreign brands.

Roveda is part of the **Manufactures de Mode** ecosystem, within which many artisan companies, partly or fully acquired by Chanel, of different sizes and supply chains and located in different geographical areas (e.g. France, Italy, Scotland, etc.), operate.

Over 300 people, who skilfully combine **craftsmanship, high technology** and **attention to detail** for an excellent quality result, are employed in the company.

Working in Roveda means being placed in a dynamic, proactive, inclusive, innovative and human context.

Each individual's promotion and path of professional growth and development of skills is an important element of the company policy.

In line with the Group's strategies, Roveda is committed to finding solutions capable of **ensuring continuous improvement of environmental impacts**, from the design to the creation of the footwear. A careful **sustainability strategy** leads to **preserve** our planet, to combat **climate change** and all forms of **pollution**.

Attention to the person has always characterised the company's strategies and behaviours. Fair and enhancing Human Resource management policies lead Roveda every year throughout the definition of **ambitious and material objectives** that would allow it to improve continuously.

our goals

ISO 45001

ISO14001

SA8000



Our common commitment aims at operating with an **Integrated Management System for Social Responsibility and for the Environment and Occupational Safety** in compliance with **standards SA8000, ISO14001 and ISO45001.**

This tool is internationally recognised and has the purpose of improving Roveda's social and environmental performance in an effective and tangible way.

The management system must allow the company to maintain full compliance with all international standards, national and local legal provisions, collective labour agreements and other signed requirements, concerning labour, social and environmental responsibility, occupational health

and safety, in addition to standards SA8000, ISO14001 and ISO45001.

The compulsory requirements must be considered as minimum requirements to be observed.

The **integrated management system** is the tool used for planning and monitoring business objectives and the company development over time, including the supply chain of suppliers and subcontractors.

SPT

You may contribute to Roveda's integrated policy, through the Social Performance Team.

Management intends to make known the objectives below it wants to pursue to company personnel, to all the operators working on behalf of Roveda and to the stakeholders:

- ... promoting a sense of *responsibility* towards *the environment and job protection among its Collaborators*, by spreading a genuine culture of sustainability;
- ... applying a modern approach based on the *management of social and environmental risks and for occupational safety* in order to ensure compliance and improvement of the effectiveness of the management system over time;
- ... *communicating and dialoguing* with all stakeholders in relation to social and environmental issues, as a prerequisite for transparency and cooperation;
- ... preventing, controlling and, where possible, *reducing the company's environmental impact*, through a constant search for optimal and innovative solutions;
- ... *continuing to improve its environmental performance* by reducing the use of chemicals that are harmful to the environment, increasing the efficiency of production processes and optimising the disposal and recovery of waste;
- ... not using child labour or forced, compulsory, discriminatory, unsafe labour *or otherwise labour outside the protections envisaged by law*;
- ... guaranteeing and promoting *freedom of association* of workers and the *right to collective bargaining*;
- ... *continuously improving not only the working conditions* of the internal personnel in Roveda but also, as far as possible, of all the workers involved in the supply chain;
- ... *motivating, involving and increasing relational skills and abilities* of all Collaborators;
- ... ensuring a *corporate welfare* policy aimed at a continuous improvement in the *balance between its Collaborators' professional and private life*;
- ... *selecting and monitoring their suppliers* so that they comply

with the principles of social responsibility occupational safety and fair environmental management.

... providing *safe and healthy working conditions* for the *prevention of occupational accidents and diseases*;

... where possible, *eliminating and/or reducing health and safety risks* in the workplace.

This policy shall be **periodically reviewed** during the Management Review. On such occasion, the **corporate objectives** through which the policy is fully applied shall be defined as well.

All the collaborators of the company and the operators working on its behalf are required to **comply with and daily implement the provisions envisaged by this Policy**, by the operating procedures and the working arrangements provided by Roveda. All this allows the Management System to be effective.

The Policy herein shall be disseminated within Roveda and made available to all stakeholders requesting it.