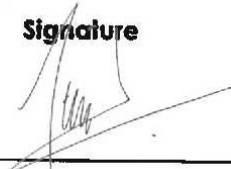

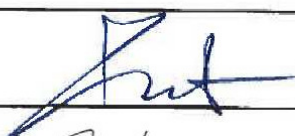
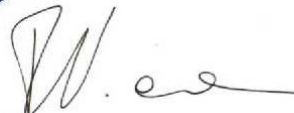
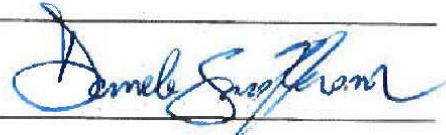



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	Position	Name	Signature
Owner Approver:	CEO	Damien Francois Bertrand	
	Managing Director Textile Division	Fabrizio Ciafrei	 Firmato da FABRIZIO CIAFREI Data: 30/03/2023 16:28:16 CEST
	Supply Chain Director	Raffaele Palmisani	
	Europe Russia & Middle East Representative	Francesco Alberto Maria Viana	
Prepared by:	Head of EH&S	Daniele Santagiuliana	
Revised by:	Head of Internal Control	Silvia Meta	

Version	Status	Date	Author	Changes
P_HSE_C V.1	First release	10.12.2018	Daniele Santagiuliana	First issue for IMS implementation
P_HSE_C V.2	Second release	12.09.2019	Daniele Santagiuliana	Policy updating §2
P_HSE_C V.3	Third release	01.10.2021	Daniele Santagiuliana	Policy updating §3
P_HSE_C V.4	Fourth release	24.10.2022	Daniele Santagiuliana	General revision following extension of the scope and integration of ISO 45001 requirements

1. INTRODUCTION

LORO PIANA S.p.A. and its subsidiaries (hereinafter LORO PIANA) are part of the LVMH multinational corporation, a leader in the development of luxury and high-end products which operates in all major markets in Europe, Asia, Africa, the Americas and Oceania. LORO PIANA currently operates through two distinct business divisions: the Textile Division, which produces exclusive fabrics, yarns and textiles for interiors and furnishings, and the Luxury Goods Division, which produces women's, men's and children's clothing, as well as leather goods, accessories and gifts.

LORO PIANA puts great emphasis on respecting the interests of the community and considers the environment, health and safety as fundamental values and a common heritage shared by all, which should therefore be protected and safeguarded. It is committed to adopting responsible behaviours by complying with the applicable laws and regulations and within the limits set by the relevant authorisations and provisions issued by the competent bodies, as well as by following the best environmental practices.

This Policy, sent to all levels of the LORO PIANA organisation and to all social partners, in accordance with the LVMH Group's Code of Conduct and values, is based on a set of principles that the company's strategies and objectives must adhere to. All LORO PIANA staff is therefore required to comply with the spirit and principles of this Policy. The sense of responsibility, the behaviours and sensitivity for the issues mentioned in this Policy are crucial elements in the assessment of the performance of individual employees and third parties.

2. PURPOSE AND SCOPE

It is LORO PIANA's will to guarantee the health, safety and respect of environment not only for its own employees, but also for all other parties that interact with LORO PIANA along the value chain, including suppliers, customers and the general public. To this purpose, LORO PIANA fosters risk awareness and promotes responsible behaviours to ensure that high quality work is carried out without accidents, injuries or damage to environmental compartments. These values are also included in the Code of Ethics, an integral part of the Organisational, Management and Control Model adopted by LORO PIANA pursuant to Legislative Decree no. 231/2001, and in the Suppliers' Code of Conduct, which is signed for acceptance by all suppliers collaborating with the Company.

LORO PIANA and the LVMH Group share the conviction that, now more than ever, a clear and shared ethical vision is a critical factor of a company's success. They also believe that it is essential to pursue entrepreneurial objectives on the basis on clearly stated values and responsibilities, being fully aware of one's economic and social role.

3. HSE POLICY

LORO PIANA has identified the adoption of an Integrated Management System - compliant with the requirements of the ISO 14001 and ISO 45001 international standards - as an effective tool to implement the above-mentioned principles on environment, health and safety, which are explicitly mentioned, referred to and adopted in its Code of Ethics.

The scope of the Integrated Management System includes all the following activities, carried out directly by LORO PIANA or by relying on third parties over which it can exercise a significant degree of control and influence:

- design and production of fabrics, yarns and furnishing accessories in textile fiber;
- design, prototyping, production and packaging of knitwear items, shoes and accessories in leather and textile fiber;
- selection, washing and dehairing of cashmere;
- sale of clothing, shoes, bags, accessories and furnishing complements in textile fiber and leather.

LORO PIANA is committed to ensuring adequate resources for the implementation, through the Integrated Management System, of the following commitments:

- Ensuring the protection of the environment and the health and safety of people when carrying out its activities, according to the principles of responsibility, precaution, prevention, protection and continuous improvement, and in compliance with all mandatory and/or voluntary compliance obligations undertaken;
- Providing safe and healthy working conditions to prevent work-related injuries and diseases, eliminate hazards and reduce occupational health and safety risks;
- Considering internal and external contextual factors, the needs and expectations of all interested parties, compliance obligations, risks and opportunities from a 'life cycle' perspective;
- Defining objectives and actions aimed at the sustainable and continuous improvement of the Integrated Management System and of the company's health, safety and environmental performance, in line with the strategy defined by the LVMH Group within the framework of the LIFE 360 Programme, based on four fundamental pillars (protection of biodiversity, fight against climate change, circular economy and transparency);
- Involving people through communication, awareness-raising, information and training initiatives, consulting and engaging its employees, workers' representatives, collaborators and interested parties in the Integrated Management System, the issues related to it and the performance achieved;
- Quantifying the environmental footprint of its products throughout their life cycle and adopting initiatives to minimise the direct and indirect impact of its business in terms of greenhouse gas emissions, water consumption, land use, waste production, etc.;
- Contributing to the dissemination of environmental, health and safety issues by directly involving suppliers in sustainability initiatives and in the assessment of their social and environmental performance through dedicated audits, with the aim of ensuring high environmental and working, social and animal welfare standards throughout the supply chain;
- Having a transparent and proactive dialogue with local authorities and administrations on activities and initiatives that can help improve health and safety standards and reduce the organisation's environmental impact;
- Measuring its performance on environmental, health and safety issues by defining clear indicators and conducting regular audits to monitor the implementation of the Integrated Management System and periodically assess its performance;
- Implementing a chemical risk management system aimed at reducing the human and environmental impacts from the use of chemicals throughout the supply chain, with the adoption of the Chemical Management 4sustainability® Protocol, which structurally implements the MRSL (Manufacturers Restricted Substances List) of the ZDHC (Zero Discharge of Hazardous Chemicals) programme.

4. ANNEXES

ANNEX 1 - GENERAL CLAUSES

REFERENCES AND CONTROL PRINCIPLES ex LEGISLATIVE DECREE N. 231/2001 (valid for Italy only)

The recipients of this procedure are required to comply with the provisions set out in this document and the applicable provisions of law currently in force.

In addition, the Company's staff are required to observe the behavioural rules stated in the:

- Code of Ethics;
- Organisation, Management and Control Model pursuant to Italian Legislative Decree 231/2001;
- Local anti-bribery regulations.

This Procedure defines the rules of conduct related to the following sensitive activities:

- Environmental Compliance management,
- Procurement management,
- Utilities management,
- Production activities management,
- Wastewater management,
- Waste management,
- Maintenance management,
- Activities at risk of accident and occupational disease,
- Activities at risk of crime,

in order to prevent the offenses pursuant to the Legislative Decree 231/2001 considered to be applicable to the activity itself, as a result of a risk assessment.

In this regard, the 231 Model adopted by Loro Piana envisages specific control protocols which are integrated into the operational methods of the process under examination through the implementation of this procedure.

In general, upon performing the staff evaluation process, the persons involved are committed to:

- guarantee the formalisation and traceability of process activities;
- properly file all the produced process documentation.

INFORMATION FLOWS TOWARDS THE SUPERVISORY BOARD (valid for Italy only)

The Departments/Functions involved in the activities set out in this procedure, each within their respective areas of responsibility, shall comply and enforce compliance with the procedure's content.

The information flows towards the Supervisory Board are governed by the Organisation, Management and Control Model and the reference procedure "Information flows towards the SB", to which the reader should refer.

The persons responsible for implementing the procedure shall promptly notify the Supervisory Board of any deviation from the proper operation and effectiveness thereof. The Supervisory Board has the right to conduct inspections/checks on the actual implementation of this Procedure, by requesting the relevant Functions to provide all the necessary documentation.

The results of these investigations shall be sent to the Supervisory Board of the Company being analysed.

DISCIPLINARY SYSTEM (valid for Italy only)

Failure to comply with the principles stated in the following Procedure entails the application of the sanctions illustrated in the Company's disciplinary system adopted pursuant to Legislative Decree 231/2001 as described in the Model.