

# **A continuous commitment to nurture our Purpose: Davines Group Public Commitment to Equity, Diversity, Inclusion, Belonging, Wellbeing & Care**

***Davines Group Purpose: Do our best for the world, creating good life for all, through beauty, ethics and sustainability.***

## **Our Ambition**

### **Our legacy on fairness and respect for people and the world**

Since the first edition of our Carta Etica in 2005, we have grounded our culture in the dignity of every person and in relationships built on respect, clarity, and reciprocity. Its 2017 evolution strengthened these foundations, shaping a shared language of responsibility, care, and ethical behaviour; principles that continue to inspire how we work, relate, and create impact, as also represented in our Purpose: “Do our Best for the World, creating good life for all, through Beauty, Ethics, Sustainability”.

Today, our commitment to Equity, Diversity, Inclusion, Belonging, Wellbeing & Care represents an opportunity to strengthen our bond to our Heritage and the Values of our Carta Etica.

This declaration is a chance, for all of us, to bring the spirit of our Carta Etica into the challenges and responsibilities of our time, rooted in the belief that beauty emerges when people can be fully themselves, feel seen and valued, and work in an environment shaped by fairness and mutual care.

### **For us, beauty begins with people.**

It lives in each of us, in the celebration of diversity and in the freedom to express who we are, so that everyone can flourish and bring their uniqueness into the world.

Rooted in justice and respect, we stand for a culture where people can truly belong, not by fitting in, but by being fully themselves. The principles of our Carta Etica enable this

commitment and inspire the behaviours and practices through which we actively reject harm, exclusion, harassment, and discrimination in all its forms.

Through this public Commitment, we reaffirm that the quality of our relationships, decisions, and actions is central to the positive impact we strive to create within our company and beyond.

### **This document shapes our Ambition to a never-ending journey**

Our Commitment is born from an act of conscious humility. It does not assume that Equity, Diversity, Inclusion, Belonging, Wellbeing & Care are principles we already fully embody, nor that they can ever be governed once and for all. Rather, it recognizes them as a horizon toward which we deliberately choose to move, aware that it can never be fully reached yet knowing it must never be abandoned.

Leading with these principles requires constant learning, unlearning, and the courage to remain open to change.

What we seek is not perfection, but continuous improvement: a sustained effort to integrate our principles into daily practices and concrete initiatives, fostering attentive listening, responsible action, and care over time. This journey is neither linear nor complete; it is an ongoing process that calls all of us to remain present, accountable, and willing to evolve.

This document represents an integrated and essential pillar of our broader 2030 Social Sustainability Targets, ensuring that our values translate into everyday practices. It is, therefore, strictly connected to our Human Rights Policy, and its feasibility is governed also by the Social Impact Committee, which oversees the full Social Sustainability Framework.

## **Our commitments**

### **Equity**

We commit to equity, acknowledging that not everyone has the same starting point and that fairness requires more than equal treatment. We work to identify and reduce barriers, address biases, and enhance accessibility, creating conditions where opportunities are genuinely open and people can fully participate, be heard, and thrive.

### **Diversity**

We value differences in identity, background, experience, and perspective as an essential

part of who we are and how we grow. Diversity enriches our culture, expands our understanding, and strengthens our ability to create and collaborate.

We strive to recognize one another through relationships grounded in mutual respect and recognition, where each person is seen, valued, and welcomed for who they are beyond roles, labels, or assumptions. By fostering open, respectful, and curious relationships, we cultivate a strong sense of community and create the conditions for collaboration, creativity, and meaningful human connection.

Through this approach, we seek to nurture open, cosmopolitan relationships and a shared sense of belonging, where differences are not only accepted, but actively valued as a source of learning and collective strength.

### **Inclusion**

We commit to practicing inclusion as an ongoing, shared responsibility, embedded in how we recruit, collaborate, make decisions, and communicate. We strive to create environments where a plurality of voices can emerge, be listened to with care, and meaningfully influence outcomes. We approach communication as a living practice - clear, respectful, and adaptable - remaining attentive to different identities, lived experiences, ways of thinking, and modes of expression, and open to revising our language as understanding grows.

### **Belonging, wellbeing, and care**

Belonging cannot exist without care. Our approach to wellbeing is a fundamental part of how we foster inclusion and belonging. Wellbeing and welfare are not side benefits, but essential conditions that enable people to thrive.

We cultivate a working environment that supports physical and psychological wellbeing, protects balance, and contributes to life's harmony - individually and together. We recognize that every person's life experience brings unique needs, and we commit to keeping this awareness at the centre as we continuously evolve our practices.

## **Where this Commitment lives**

Guided by a commitment to human dignity, safety, and equal respect, we recognize that our responsibility extends beyond our organization. Through the relationships we build with

all our stakeholders, we aim to influence positive change across the broader ecosystems we are part of.

For instance, in our workplace, we aim to create a professional environment founded on reciprocity, transparency, collaboration, and awareness of our interdependence, shaped and continuously evolved based on everyone's uniqueness and contribution.

We encourage open and thoughtful dialogue, and behaviours that strengthen mutual trust, grounded in listening, clarity, and consideration. We believe that the quality of our work begins with the quality of our relationships.

With customers and partners, we bring the same respect into every relationship, because the way we do business is part of our impact.

We work to create conditions for meaningful work, trust, and genuine human connection, recognizing customers and partners as essential participants in a shared responsibility. In our communities and supply chain, we act responsibly toward the people and places connected to our work. We seek to reduce exclusion, foster fair opportunities, and contribute to a more equitable and just society.

## **How we put this into practice**

### **Holistic Approach**

We invest in building knowledge, awareness, and shared responsibility around fairness, equity, inclusion, and environmental stewardship, with particular attention to leadership roles. We believe that social equity is intrinsically linked also to the respect and responsible use of environmental resources; for this reason, we adopt a holistic approach that integrates social and environmental responsibility.

### **People Awareness & knowledge**

Through learning, reflection, and dialogue, we support leaders and teams in recognizing bias, fostering inclusive environments, and exercising fair and respectful decision-making.

### **Continuous Listening**

We dedicate resources to recurrent and structural listening of our people, through different media and direct conversations, to build awareness of our cultural evolution and to ensure it is going in the direction of fostering inclusion. Through surveys, focus groups, HR and

Managers/people dialogues, we have the opportunity to continuously improve and select what really makes the difference for our sense of belonging.

### **Inclusive Hiring**

We work to ensure inclusive hiring and access to opportunities across the Group by continuously reflecting on how recruitment practices, criteria, and decision-making processes shape access, representation, and fairness, and by evolving them in line with our values.

### **Accessible Environments & Communication**

We treat language as a form of care and responsibility. Through clear, respectful, and inclusive communication, we seek to create accessible and welcoming spaces, including digital environments, that support understanding, dialogue, and participation.

### **Care at the centre of Wellbeing**

Care is also central to how we approach wellbeing. We pay attention to how work is organized and experienced, recognizing that people's lives change over time. This includes how we support health and long-term security, how working conditions are designed, and how flexibility and working-time practices evolve in response to different life experiences and needs.

### **Fair Work & Relationships**

Across our company and our value chain, we seek relationships grounded in fairness, mutual respect, and shared responsibility. Through dialogue and collaboration, we aim to encourage inclusive practices and more equitable rules and opportunities in the workplace and in the contexts connected to our business.

## **Governance & Responsibility**

To support our ambition, we have chosen a governance framework that does not claim completeness but enables discernment and progress. Our Leadership Teams' responsibility is supported by a dedicated, cross functional Social Impact Committee - bringing together Company Ownership, Human Resources, Sustainability, and Corporate Communication - as a space for dialogue, shared learning, accountability and monitoring of goals and progress.

This structure exists not to safeguard certainties, but to continually challenge leadership to align decisions and actions with our Values. This commitment, indeed, applies across all Davines Group policies, processes, practices and operations in our relationships with employees, collaborators, customers, partners and communities where we operate.

In the same spirit, we have established safe, appropriate, and accessible channels through which people may raise concerns related to discrimination, exclusion, or harm: our public grievance and whistleblowing system. These mechanisms acknowledge that harm cannot be fully prevented, but must always be addressed with fairness, transparency, and respect for human dignity.

Our progress, questions, actions, and learnings are shared annually through our Sustainability Report, as an expression of accountability, clarity, and the responsibility to remain unfinished.

## **A Continuous Evolution**

This Commitment is not a stand-alone initiative. It reflects how we give meaning to our work and how we aim to generate positive impact. It evolves together with our people, our communities, and the contexts in which we operate. That's why we approach it as a continuous journey, refining it, following the emerging needs of our evolution.