

CORPORATE SOCIAL RESPONSIBILITY POLICY

REDUCE, RETHINK, REPLAY

Our Path to Safeguarding People and the Planet

REDUCE, RETHINK, REPLAY - Our Path to Safeguarding People and the Planet - is our commitment to spreading the culture of sustainability, promoting responsible and conscious behaviour.

We have embarked on a path of social and environmental responsibility aimed at people's well-being and careful use of natural resources, while at the same time keeping the style and high quality of our garments at the centre.

Starting with denim, the brand's core business, we reflected on the value of what we produce and what we buy in order to take the first actions necessary to make the production of our products more sustainable. Today, we are working on a long-term path that will lead Replay to become a benchmark for sustainable casualwear in Europe.

This path towards sustainable development requires policies, tools and courses of action that influence everyone who comes into the Replay sphere in each of the countries where it operates.

In line with our mission and code of conduct, the company is committed to implementing a culture of sustainability and to raising the awareness of all parties that have a legitimate interest in and/or are affected by Replay's activities: employees, customers, suppliers, subcontractors, business and financial partners, local communities, institutions and authorities, trade associations and trade unions; thus promoting a Policy that values the following principles:

- **Business ethics:** Replay undertakes to conduct all its activities in accordance with the principles of honesty, fairness, transparency and integrity and to fully comply with all applicable laws, regulations, guidelines and standards.
- **Respect for human rights:** Replay undertakes to respect the human rights recognised by international conventions and declarations within the scope of its activities and to promote respect for these rights within its sphere of influence.
- **Promoting a quality working environment through:**
 - **employment standards:** Replay is committed to promoting occupational standards that respect workers' rights and union agreements, effectively ensuring the exercise of freedom of association and the right to collective bargaining. Replay respects the rights of children and rejects child labour in compliance with the minimum age requirements established by national laws of each country and any guidelines provided by the International Labour Organization (ILO). Replay rejects any form of exploitation, forced or compulsory labour, ensures freedom of association and the exercise of rights provided by collective bargaining, and strives to ensure equal opportunities in terms of employment, career development, and treatment based on meritocratic criteria.
 - **Protection and promotion of health and safety:** Replay actively commits to promoting and strictly adhering to workers' health and safety standards in the communities where it operates, aiming to prevent accidents and occupational diseases and contribute to improving the physical and mental health of individuals.
 - **the well-being of people:** Replay is committed to promoting initiatives aimed at balancing the demands of private and professional life.
 - **the development of professional skills:** Replay is dedicated to promoting initiatives aimed at balancing the relationship between personal and professional needs, as well as creating a serene, collaborative, transparent, and dynamic work environment.
- **Environmental protection:** Replay believes that a commitment to reducing environmental impact, protecting ecosystems and biodiversity are fundamental to safeguarding the planet and its inhabitants, present and future, but also to ensuring competitiveness, risk reduction and further development of the company.

Accordingly, it is committed to reducing the environmental impact of its business activities, with a focus on energy and water use, waste generation, hazardous chemicals and raw material sustainability, as well as identifying and assessing the social and economic environmental impact, both direct and indirect, for improving and developing support to people and the environment.

- **Stakeholder relations:** Replay is committed to developing and pursuing a dialogue with its stakeholders based on fairness and transparency, in the conviction that they represent a fundamental asset of the company.
- **Involvement of suppliers:** Replay is committed to continuing to adopt and monitor policies focused on the economic sustainability of the supply chain, encouraging the sharing of processes that lead to the determination of appropriate compensation, agreed on the basis of transparent methods that balance business needs with compliance and corporate social responsibility. Replay also requires all suppliers and subcontractors to comply with the company's Sustainability Principles and to accept unannounced visits and inspections.
- **Customer care:** Replay is committed to continuing to adopt the values of quality, safety and sustainability in its products and to ensuring fair and transparent communication with its customers, which includes constant attention to their needs.

The implementation of the company's Environmental Sustainability Policy is entrusted to an Integrated Management System, which involves all functions and ensures:

- The ongoing involvement of the Management in order to integrate Corporate Social Responsibility and environmental impact awareness into the company's strategies.
- the supervision of Social Responsibility and Sustainability activities to ensure the coordination and monitoring of all sustainability projects including the implementation of policies and related guidelines;
- the adoption of international standards and guidelines in the areas of human rights, employment, health, safety, environment, sustainable supply of raw materials, biodiversity and animal welfare;
- the implementation of specific policies and procedures for the management, control and continuous improvement of our social, environmental and economic performance;
- regular communication to stakeholders on the implementation of this policy.

Asolo, 6th July 2023

CEO

Matteo Sinigaglia

