

**INTEGRATED MANAGEMENT POLICY (SGI)**

**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 of sustainable casualwear in Europe and will enable us to achieve goals in line with those defined by the UN 2030 Agenda.

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 fact, we have established a dedicated team to meet the specific needs of all our stakeholders in a timely manner. The *IMS and Sustainability Team* therefore aims to support the company management in developing the strategy to identify, report and manage risks and opportunities - in cooperation with the relevant functions - related to sustainability issues. Specifically, the focus will be on climate change, biodiversity, safeguarding people's health and safety, and identifying areas and projects for improvement, thus contributing to value creation.

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:

- **Promotion of a quality working environment through the protection and promotion of health and safety:** Replay is actively committed to promoting and strictly complying with health and safety standards for workers and the communities in which it operates, in order to prevent occupational injuries and illnesses and, at the same time, contribute to improving people's physical and mental health by striving to eliminate all hazards and reduce safety risks in a perspective of continuous improvement. In this respect, the company is committed to complying with the mandatory requirements of the applicable legislation and the requirements of UNI EN ISO9001 for Quality, UNI EN ISO14001 for the environment and UNI ISO 45001 for Workers' Health and Safety.
- **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, Replay is committed to reducing the environmental impact of its business activities, with a focus on energy and water use, waste generation, use of hazardous chemicals and sustainability of raw materials. In addition, the company is committed to identifying and assessing the social and economic environmental impact, both direct and indirect, in order to improve and develop its support for people and the environment. In this regard, Replay implements actions with the aim of minimising its environmental impact in the areas of energy efficiency, circular economy, electric mobility and plastic free, also in a perspective of carbon neutrality by ensuring the continuous improvement of processes and products throughout the supply

chain. A clear example of this commitment is our Membership in SAC - Sustainable Apparel Coalition;

- **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 business sustainability. 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 Policy will be updated periodically according to possible changes in the context and level of achievement of environmental objectives and also to remain aligned with international best practices.

Asolo, 05 December 2022

CEO

Matteo Sinigaglia

