

IMPACTS OF MATERIAL TOPICS

STRATEGIC PRIORITY	MATERIAL TOPIC	IMPACT
ACT ON CLIMATE & NATURE	WATER	Potential water consumption in areas with high water stress with consequences for soil and groundwater well-being and the supply capacity of local communities
		Potential reintroduction into nature of untreated wastewater containing chemicals used in production processes (during production) and/or microplastics (dispersed during washing activities by the final consumer)
	BIODIVERSITY	Potential contribution to the loss of biodiversity resulting from the sourcing of natural resources for the production of raw materials or the performance of productive activities in protected natural areas
	CLIMATE CHANGE	Direct and indirect GHG emissions from upstream and downstream activities of the organization (Scope 1, 2 and 3)
THINK CIRCULAR & BOLD	WASTE	Potential improper disposal of waste in nature, with negative impacts on ecosystems and local communities
	INNOVATION, CIRCULAR ECONOMY AND "PREFERRED" MATERIALS	Promotion and research of solutions with lower environmental impact to be integrated into product design and production, in line with a circular economy perspective (minimize resources used, extend garment life, and promote material recovery)
		Potential impact on suppliers who are unable to produce innovative materials that meet Moncler Group's commitment to implementing a circular economy model and using 'preferred' and innovative materials. Lack of innovation can render these suppliers less competitive in the long term, as companies not investing in sustainable and innovative materials risk falling behind more technologically advanced competitors
	PACKAGING	Potential use of unnecessary packaging, leading to related waste of resources
BE FAIR	PRODUCT QUALITY AND SAFETY	Potential placing of unsafe products on the market, potentially impacting customer health and the environment
		Potential low customer satisfaction with the expected technical performance of the product
	ANIMAL WELFARE	Potential compromise of animal welfare due to insufficient adherence to company protocols and national/international animal welfare principles
	RESPONSIBLE SOURCING	Respect for human rights, labor and the environment along the supply chain by implementing due diligence procedures to protect ethical and social principles

		Contribution to the development of supplier business models inspired by ESG principles through training and awareness-raising activities and audits
	TRACEABILITY	Sharing accurate and clear information on the origin and composition of materials used in garments in order to promote informed purchasing and ensure transparent communication
NURTURE UNIQUENESS	DIVERSITY, EQUITY AND INCLUSION	Creation of a fair and inclusive work environment
	EMPLOYEE EXPERIENCE	Creation of an attractive and stimulating work environment for both potential new human resources and for Group's employees
	EMPLOYEE PERFORMANCE AND DEVELOPMENT	Development and enhancement of workers' knowledge and skills through training and performance monitoring activities to achieve each person's full potential
	HEALTH, SAFETY AND WELL-BEING	Potential exposure of employees to occupational injuries and diseases
GIVE BACK	CLIENT EXPERIENCE AND COMMUNITY ENGAGEMENT	Offering a shopping experience in line with the organization's quality standards, with consistency and synergy across client channels
	GIVE BACK FOR SOCIAL DEVELOPMENT	Supporting local communities through volunteering or sponsorship activities
	PARTNERSHIP FOR SUSTAINABLE DEVELOPMENT	Positive impact on environment, society and economy due to supporting and strengthening sustainable development initiatives
	DATA PROTECTION AND CYBERSECURITY	Potential unauthorized third-party access to company systems with possible exfiltration of personal data and confidential information