



HEALTH AND SAFETY MANAGEMENT POLICY

Adopted in October 2019

Updated in July 2025

The Moncler Group considers the protection and promotion of health, safety and individual wellbeing to be a value and a top priority in its operations.

The protection of employees, customers, suppliers and, in general, anyone who enters the Company's sphere of influence in every country in which it operates, guides the strategic business approach as well as day-to-day activities.

Moncler is committed to spreading the culture of safety by promoting responsible behaviour and risk-awareness, and making available organizational and financial resources in order to not only prevent occupational accidents and illness, but also to continuously improve occupational health and safety conditions at work.

Moncler Health and Safety Management System

Moncler is committed to implementing a health and safety management system in line with the requirements of the ISO 45001 international standard.

The Moncler management system is based on the following pillars:

Compliance with applicable regulations. As a minimum requirement, Moncler acts in full compliance with the applicable health and safety regulations in the various countries in which it operates, with a view to continuous improvement;

Health and safety first. In its commitment to guaranteeing safe workplaces and working conditions, Moncler accepts no compromises. Compliance with strict health and safety standards is a prerequisite for the implementation of any strategic or operational decision.

Shared responsibility and personal engagement. In accordance with their respective duties and skills, all employees are called upon to actively contribute to the promotion of a safe working environment.

The contribution of each individual is crucial: every person must set an example and promote the culture of prevention. Everyone is asked to adopt all necessary preventative measures to ensure that they do not put themselves or other people at risk and to be proactive, by reporting any hazardous conduct or working conditions.

Moncler is committed to consulting with and informing its people, including through their representatives;

Preventative approach. In all significant activities, Moncler acts to prevent occupational accidents and illness by adopting a preventative approach that includes the adequate protection equipment and scrupulous audits and risk assessments with the consequent implementation of improvement plans. From this perspective, the regular maintenance of workplaces, equipment, systems and safety and protection equipment, as well as the adoption of innovative safety technologies and systems, play an important role in protection and prevention;

Continuous improvement. Moncler's health and safety management system is continuously reviewed and is constantly evolving, in line with business development and the identification of areas for improvement. This includes the definition of prioritization and action plans, as well as the establishment of quantitative targets aimed at enhancing occupational health and safety performance metrics;

Health beyond safety. Moncler pays close attention to all aspects of health and works to evaluate and prevent work-related stress and promote training initiatives on the topics of well-being, nutrition and cancer prevention.

Moncler prohibits the use, possession, sale and distribution of illegal substances in the workplace and requires all activities to be carried out by individuals in full possession of their faculties.

Therefore, it prohibits the abuse of alcoholic substances and/or the use of psychotropic drugs or any other substance that could prevent work from being carried out in a safe and effective manner.

Smoking is prohibited in the work environment, even in those countries in which smoking is tolerated by the law;

Respect for the individual. Moncler promotes a working environment in which individuals are respected, and has zero tolerance for any form of physical or verbal aggression;

Communication and training. Training is a fundamental tool to spread the culture of health and safety, create risk-awareness and promote safe behaviour.

Moncler supports the development of the skills required to carry out work activities by providing instructional and training programmes helpful for the correct identification and proper management of risks;

Product safety. Moncler is committed to developing and creating products that comply with the strictest applicable health and safety regulations;

Health and safety throughout the supply chain. Moncler requires its suppliers to define and adopt behaviours and health and safety standards aligned with this policy.

Policy scope & update

The Health and Safety policy applies to all Moncler Group companies worldwide, to all employees and to those who act on behalf of the companies.

The policy will be updated periodically to remain aligned with international best practice.

This is the updated version of the Policy, whose first version was approved by the Board of Directors on 24th October 2019.