

SUSTAINABILITY MANIFESTO

2025

OUR VISION & COMMITMENT TO SUSTAINABILITY

De Rigo was born in the heart of the Venetian Dolomites, a land that inspires us every day to unite tradition with responsibility. Our ambition is to share the style and excellence of Italian eyewear with the world, fully aware that our role extends beyond the product: every decision we make shapes lives and influences the environment.

We believe a company should create value not only through what it produces, but also through how it operates. This is why we are integrating sustainability into our key processes, from design to sourcing, with a commitment to reducing impacts and promoting responsible practices.

We have chosen to work transparently and inclusively, adopting practices that foster diversity, gender equality, and the well-being of our employees. At the same time, we are committed to protecting natural resources by researching materials with lower environmental impact and developing solutions geared towards circular economy, encouraging recovery and reuse throughout the life cycle of our products.

Every step we take is driven by the desire to embed sustainability into our **business** processes and make it a fundamental part of **our corporate identity**.

OUR VALUES & PLEDGE TO SUSTAINABILITY

We are guided by values that reflect our responsibility towards the future: **fairness**, **transparency**, and **innovation**.

INCLUSIVITY & GENDER EQUALITY

We are committed to ensuring that every individual, regardless of gender, ethnicity, orientation, or role, can express their full potential within our company. Our **Gender Equality Policy** promotes pay equity, inclusivity, and work-life balance, with dedicated support for new mothers through the *Riparto - Guarda che Mamme* project.

SUSTAINABLE INNOVATION

Our products are the result of continuous research into innovative and sustainable materials. From the use of **bio-acetate**, **recycled acetate**, and **bio-lenses** in eyewear production to the adoption of **circular economy practices** such as recovering precious metals from frames, we are determined to **reduce our environmental impact** and play our part in building a more sustainable future.

SOCIAL COMMITMENT

Through the **De Rigo H.E.ART Foundation**, we support children and young people in need, **promoting access to education and well-being**. Every year, the foundation awards scholarships to employees' children and funds projects ranging from the fight against hunger and malnutrition to the prevention of bullying and cyberbullying.

Pillar ESG

DE RIGO

ESG Initiatives

SDGs

Environmental

EMBRACING ECO-FRIENDLY MATERIALS



Sustainable packaging

We have launched a project to replace all packaging with materials that are **recyclable**, **compostable**, and **sourced from FSC-certified suppliers**. This choice will help reduce plastic use, minimise packaging volume, and optimise shipments, lowering fuel consumption.



Eyewear materials

De Rigo has introduced **Renew acetate**, a **recycled and recyclable material** made from renewable resources, and **bio-based lenses** derived from natural sources, to reduce environmental impact. These innovations are featured in selected collections, promoting eco-friendly practices without compromising quality and design.

CIRCULAR ECONOMY & PRECIOUS METAL RECOVERY



Metals recovery and recycling

De Rigo has developed a process for the **disposal** and **recovery of precious metals**, such as **gold** and **palladium**, which accumulate during galvanization. The company periodically sends components and eyewear frames to authorized facilities for metal recovery.



Key figures

During 2024 and part of 2025, De Rigo sent **7,000 kg of frames** for recovery through this process, generating economic value from the precious metals contained. This approach **reduces the need to extract new metals**, contributing to a more sustainable production cycle and a lower environmental impact.

SUSTAINABILITY COMMITMENT



Sustainability and Design

De Rigo is committed to producing eyewear with a **reduced environmental impact** while maintaining the **high standards of design and quality** that define our brand. This includes ongoing research into more eco-friendly material solutions, reducing the use of non-renewable resources, and improving the product life cycle.



Renewable energy

The company invests in **energy efficiency projects** such as **photovoltaic panels** in order to programme the quality of the energy used.

TRAINING & SKILLS DEVELOPMENT



Training and Soft Skills

De Rigo invested **over 3,300 hours in employee training in 2025**, promoting an inclusive and conscious corporate culture. Among the topics covered, **1,138 hours** were dedicated to **zero tolerance, harassment, discrimination, and gender bias**, **with a focus also on inclusive communication**. A total of 2,181 hours were delivered for the development of soft skills such as effective communication, time management, and leadership to improve productivity and workplace well-being.

GENDER EQUALITY & INCLUSIVITY



Gender Equality Policy

The company is committed to ensuring an inclusive work environment that respects gender, ethnicity, and other individual differences. The **Gender Equality Policy** sets clear objectives for pay equity, career management, and parenthood, and includes measures to support work-life balance.



Resources for New Mothers

With the **Riparto - Guarda che Mamme** project, De Rigo **supports new mothers in their return to work** by offering support meetings, training, and consulting to ensure a smooth transition. The programme includes four individual sessions with qualified professionals and three facilitation sessions focused on returning from maternity leave.

DE RIGO H.E.ART FOUNDATION



Support for youth and Social inclusion

De Rigo Foundation funded the creation of the inclusive playground "L'isola che non c'è," themed around Peter Pan, inaugurated in May 2025 in Belluno. The park, accessible to children with different abilities, **offers a safe and stimulating environment for socialization**. The Foundation also promotes the 2025-2026 Study Award for employees' children, with 74 applications accepted to support deserving students in high schools and universities.

DIVERSITY & INCLUSION (D&I)



Inclusivity Policies

De Rigo **actively promotes diversity and inclusion**, with particular attention to policies against gender and racial discrimination, implementing educational programmes on cultural diversity, inclusive communication, and mutual respect.

GENDER EQUALITY & HARASSMENT PREVENTION



De Rigo has adopted a Gender Equality Policy that promotes inclusiveness and work-life balance

, with measures to prevent abuse and harassment, in line with the principle of "Zero Tolerance". Recruitment and career processes are based on objective criteria to ensure equal opportunities, while parental support includes initiatives such as the *Riparto - Guarda che Mamme* programme, designed to facilitate the return of new mothers to work.

ISCC PLUS CERTIFICATION



De Rigo has obtained **ISCC Plus certification**, which makes it possible to monitor and demonstrate the sustainability of products, from raw materials to finished goods. This certification covers agricultural and forestry raw materials, crop residues, waste, recycled materials and biobased products, and is aligned with the sustainability goals of the 2030 Agenda.

ACHIEVEMENT OF ISO 14001 CERTIFICATION



De Rigo is in the process of obtaining **ISO 14001 certification**, which confirms its commitment to improving environmental performance through an environmental management system. Certification is expected by February 2026 and represents an important step in managing natural resources and reducing environmental impact.

AFFORDABLE AND CLEAN ENERGY

Access to affordable, sustainable energy services that advance renewables and efficiency to combat climate change and enhance global health and well-being.

RESPONSIBLE CONSUMPTION AND PRODUCTION

Initiatives to reduce the use of plastic and to promote the use of recycled materials are directly aligned with this objective, as they encourage the sustainable management of natural resources and resource efficiency during production.

CLIMATE ACTION

Initiatives to reduce environmental impact through the use of eco-friendly materials and responsible production practices also contribute to cutting emissions and fighting climate change.

LIFE BELOW WATER & LIFE ON LAND

Although the company does not operate directly in these sectors, reducing plastic use and adopting sustainable materials for production indirectly support the protection of marine and terrestrial biodiversity by reducing plastic pollution and other harmful substances in natural ecosystems.

QUALITY EDUCATION

Scholarships and educational projects supported by the Foundation help ensure access to education for young people and improve the quality of vocational training.

GENDER EQUALITY

Gender equality policies and support for new mothers are aligned with the global goal of promoting gender equality and empowering women in the workplace.

REDUCE INEQUALITIES

Initiatives that promote a fair and inclusive work environment and support for diverse communities are aligned with the goal of reducing inequalities within the company and in its social actions.

GENDER EQUALITY

De Rigo's policies are fully aligned with the global goal of promoting gender equality and women's empowerment, ensuring equal opportunities in the workplace.

RESPONSIBLE CONSUMPTION AND PRODUCTION

The ISCC Plus certification ensures sustainable and traceable supply chains, reducing environmental impact and promoting responsible production.

CLIMATE ACTION

The ISO 14001 certification supports the implementation of environmental management systems aimed at improving processes and reducing greenhouse gas emissions over time.

PEACE, JUSTICE AND STRONG INSTITUTIONS

Gender equality policies, harassment prevention measures, and ISO 14001 and ISCC Plus certifications contribute to creating a safe and transparent workplace, fostering strong and inclusive governance.