

Grievance Policy

Benetton Group respects the basic rights of persons and guarantees equal opportunities for all.

Through this policy, the Company encourages employees to communicate their grievances, dedicating particular attention to the ones related to the violation of internal policies or agreement signed by the Group related to human rights topic.

As a first step, the Company urges employees to try to resolve work-related issues and disagreements informally. For this reason, managers are asked to follow an open-door approach.

When proceeding along this informal path is not possible, employees should follow the formal grievance procedure.

→ *Whistleblower Procedure*,

https://www.benettongroup.com/site/assets/files/1087/regolamento_whistleblower_2020_02_01_en.pdf

Grievances should be raised as soon as possible and employees are asked to provide all relevant information allowing a fair handling of the complaint.

Company commitment

Benetton Group is committed to promptly apply the procedure in the case that formal grievances are raised.

The document *Whistleblower Procedure* applies to all subsidiaries companies of the Group, both Italian and foreign, compatibly with national legislations.

The procedure indicates the responsible bodies, the methods to report complaints and the verification process.

Guarantee of confidentiality

The responsible bodies guarantee the absolute confidentiality and anonymity of the reporting parties.

The Company prohibits any form of threat or retaliation against the reporting parties and against those providing assistance in the investigation activity.

Storage

The documentation related to a complaint procedure is kept by the responsible office for a defined period. During this time, the concerned office must process personal information of the people involved in accordance with current law and corporate procedures on privacy.