

“Benetton Group’s Response”, 3 February 2022

In accordance with our sustainability policies, all suppliers who work with Benetton Group must abide by our Code of Conduct, which includes adherence to minimum wage standards.

With respect to the Variable Dearness Allowance (VDA) payment in Karnataka, we have requested that all our suppliers in Karnataka region pay the pending VDA - as well as all arrears - as soon as possible. Furthermore, we have informed our suppliers to comply - without further delay - with the non-negotiable minimum wage requirements.

We continue to carefully monitor the supplier network to ensure that all VDA back payments for 2020-2021 - including all applicable arrears - be fully paid to workers promptly.