

# OUR COMMITMENT TO CREATING A SUSTAINABLE FUTURE

## Message from Federico Marchetti



In 2009 YOOX GROUP introduced sustainability into its core practices including the launch of **YOOXYGEN**, a pioneering platform for promoting environmentally friendly brands, and the **Eco-box™**, one of the first e-commerce packaging made entirely of recyclable materials. This year, we're delighted to pledge YOOX NET-A-PORTER GROUP'S steadfast commitment to sustainability.

**Empowering People is YNAP's new sustainability vision based on three commitments:**

- Education
- Empowering Women
- Responsibility

**Education** – YNAP's ability to build a workforce that values **education** through professional training for both our employees and the greater community is a remarkable achievement. As a member of the Digital Skills and Jobs Coalition, we're set to join the European Commission initiative to contribute **training for 1 million people by 2020**. Additional education initiatives span teaching students coding through **Imperial College London**, volunteering in classrooms in Italy and London as part of the global **Hour of Code** campaign to bring computer science to schools, and partnering with **SDA Bocconi School of Management** in Milan to **design** a master's in digital luxury fashion.

**Empowering Women** - We're convinced of the benefits of having gender balance and ending gender inequality in the workplace. We commit to provide equal pay for work of equal value. Our Group is proof empowering women leads to a successful company and in 2016 we achieved the following:

- **61% of 4,128 YNAP employees are women**
- **63% of YNAP's new hires were women**
- **Within our most senior groups of employees (Executive Team and Top Management, Senior and Middle Management) 100 are women compared to 104 men**
- **Of these 204 leaders, women hold a number of our most strategic and key executive roles and are paid approximately 14% more than average.**

Supporting our employees' growth extends beyond compensation. We are committed to growing an inclusive and supportive culture by rethinking the workplace with **flexible working programs** for parents and **mobile apps** tailored to improve communication and enable on-the-go knowledge sharing and collaboration. We are proud that our initiatives have led us to be recognised as an employer of choice globally.

- In 2016, YNAP was cited among the **Top Employers in Italy** for the third year
- YNAP was included in the **'Top Attractors in the UK'** ranking by **LinkedIn**.

**Responsibility** – Together with its people, YNAP is on a constant journey to manage environmental impacts responsibly. We are a member of the **United Nations Global Compact** and part of RE100, a shared international commitment by leading companies to 100% renewable power by 2020. We are **Fur Free** in our multi brand online stores and in 2016 we joined the International Fur Free Retailer Programme, supported by the Fur Free Alliance (FFA). In addition our first Statement as of financial year 2016, according to the UK Modern Slavery Act 2015, was published on our Group website.

We must work as a catalyst, sharing knowledge, innovating, leading by example, to translate our vision into a reality.

Federico Marchetti

CEO, YOOX NET-A-PORTER GROUP