

SUSTAINABLE MANAGEMENT IN FASHION & LUXURY INDUSTRIES

20
MAY
2026

POLIMI SCHOOL OF MANAGEMENT



05/06/2026



APERTURA EVENTO



MARINA SPADAFORA

Fair Fashion Ambassador

SALUTI ISTITUZIONALI



RAFFAELLA CAGLIANO

Direttrice del Dipartimento di
Ingegneria Gestionale
Politecnico di Milano



ANDREA SIANESI

Professore Ordinario
Politecnico di Milano

SUPPLY CHAIN EVOLUTION: NAVIGATING CHANGE, DRIVING INNOVATION

KEYNOTE SPEAKER



PETER WELLS

Professor of Business and
Sustainability
Cardiff Business School

SUPPLY CHAIN EVOLUTION: NAVIGATING CHANGE, DRIVING INNOVATION

KEYNOTE SPEAKER



PETER WELLS

Professor of Business and
Sustainability
Cardiff Business School

FIRESIDE CHAT WITH:



NIZAR ABDELKAFI

Professore Associato
Politecnico di Milano

SCIENTIFIC PANEL: PROGETTARE SUPPLY CHAIN RESILIENTI PER UN MONDO IN CAMBIAMENTO

PANELIST



ROBERTO CIGOLINI

Professore Ordinario
Politecnico di Milano



ALESSANDRA NERI

Professoressa Associata
Politecnico di Milano



SARA ZANIBONI

Professoressa Ordinaria
Politecnico di Milano

Moderato da: **Margherita Pero**, Professoressa Ordinaria | Politecnico di Milano

SHAPING RESILIENCE: THE POSITIVE POWER OF FORWARD-THINKING LEADERSHIP

FIRESIDE CHAT WITH:



IRIS VAN DER VEKEN

Executive Director
Watch & Jewellery Initiative 2030



HAKAN KARAOSMAN

Professore Associato
Politecnico di Milano

Watch & Jewellery Initiative 2030

Shaping Resilience:

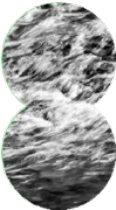
The Positive Power of Forward-Thinking Leadership

Watch & Jewellery Initiative 2030

WHAT

- Founded in 2022 by Kering and Cartier, delegated by Richemont.
- ExCo: Chanel, Cartier, Kering
- Member of the UN Global Compact.
- Signatory of the Women's Empowerment Principles.
- Recognized by the Swiss authorities as an Association of Public Utility in 2023.
- Headquartered in Maison de La Paix in Geneva, Switzerland.
- 88 member organisations.
- Focus areas: Climate Resilience, Preserving Resources, Fostering Inclusiveness.
- Multi-stakeholder approach: Education Pathway, Action Pathway, Reporting Pathway.

PILLARS



**BUILDING
CLIMATE RESILIENCE**



**PRESERVING
RESOURCES**



**FOSTERING
INCLUSIVENESS**

35
Member
companies
April 2023

60
Member
companies
April 2024

72
Member
companies
April 2025

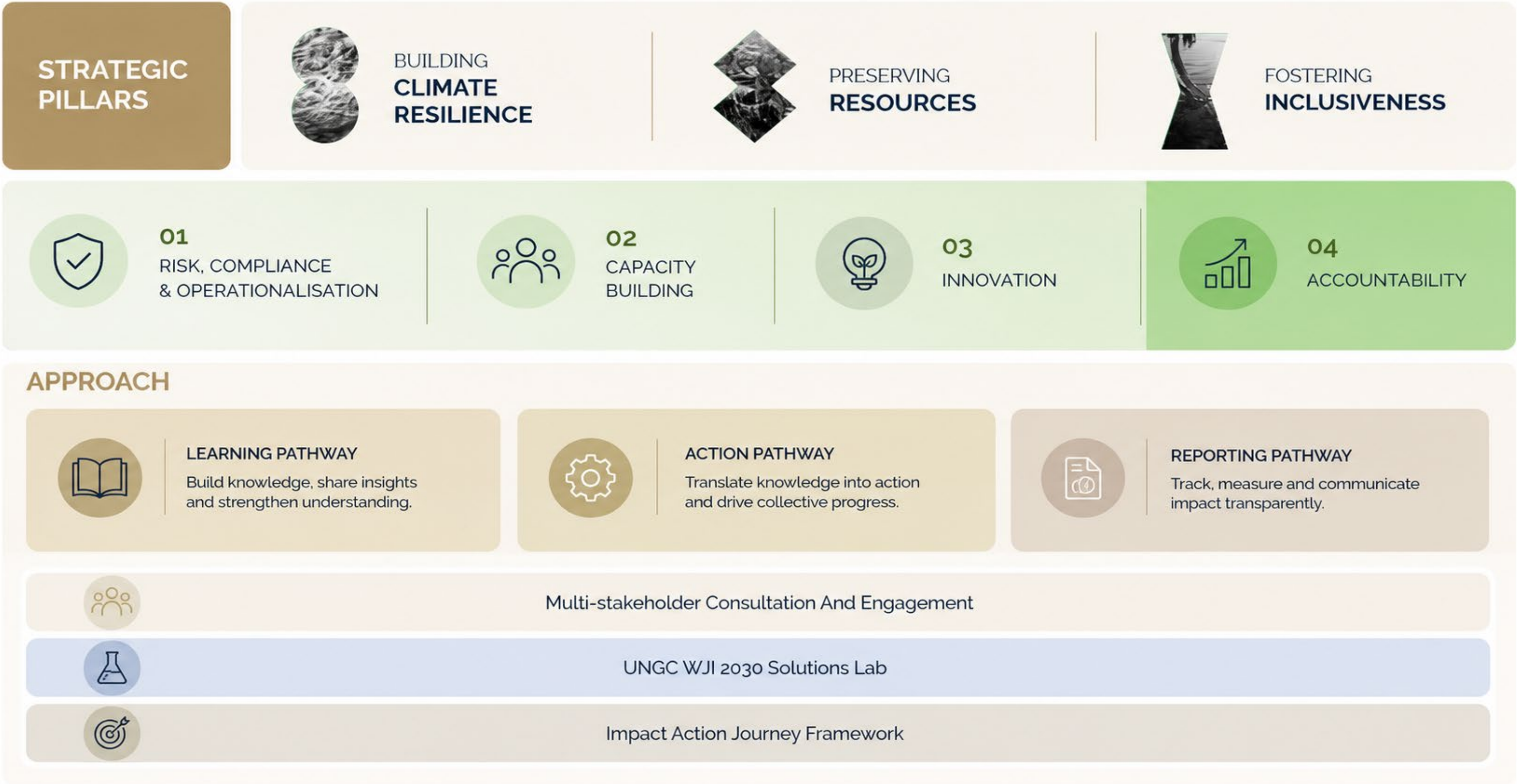
57 are Maison
and Partner
Members

88
Member
companies
December 2025

71 Maison and
partner
members



Approach





Marie-Claire Daveu, Chief Sustainability & Institutional Affairs Officer, KERING

WJI 2030 Co-Chair

Cyrille Vigneron, Chairman Cartier Culture & Philanthropy
WJI 2030 Co-Chair

Board of Directors



Dr. Anino Emuwa, Founder, 100 Women @ Davos

Georg Kell, Founding Father, UNGC

Frédéric Grangié, President, Chanel Horlogerie Joaillerie

Licia Mattioli, CEO, Mattioli SpA.



Raj Mehta, CEO & Managing Director, Spectrum B.V.

Bernadette Pinet-Cuoq, Executive President, UFBJOP

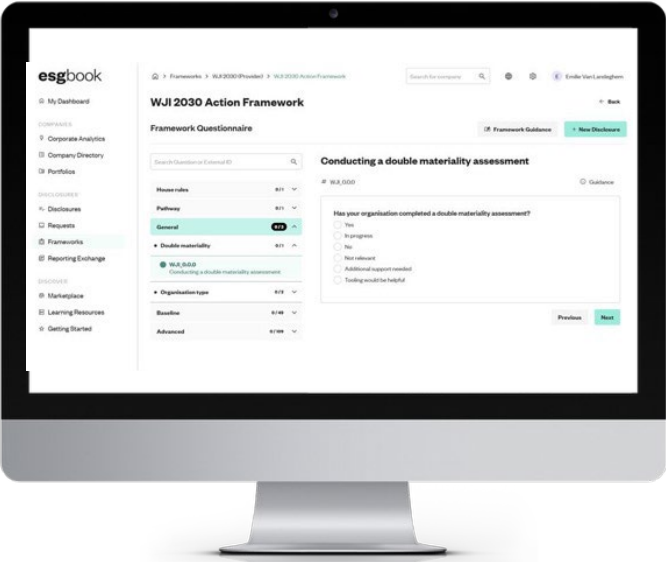
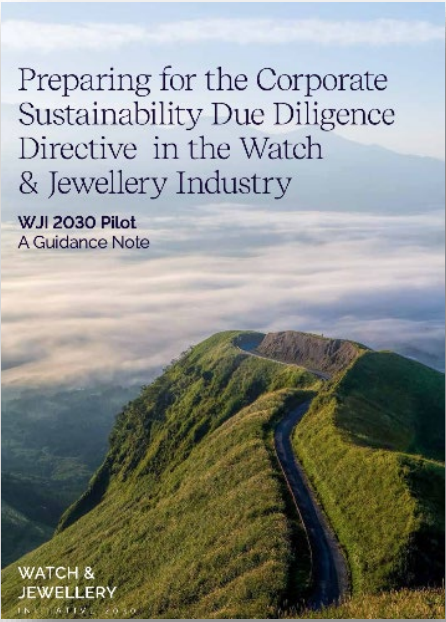
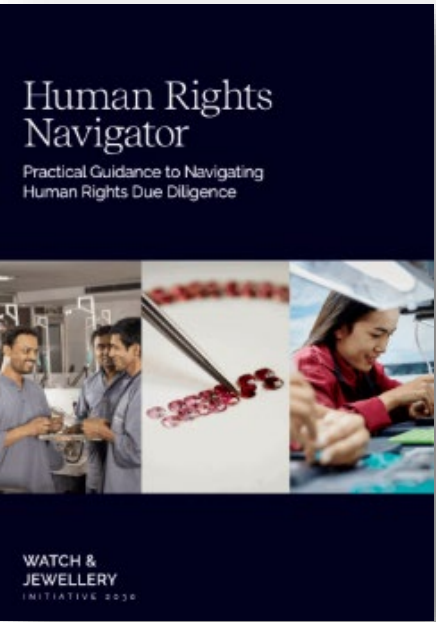
Dr. Gaetano Cavalieri, President, CIBJO

Jane Hwang, President & CEO, Social Accountability International

Iris Van der Veken, Executive Director & Secretary General, WJI 2030

Action in Practice

Human Rights



Digital Action Framework

2025-2026



CSDDD

CSRD

V-SME



FOSTERING INCLUSIVENESS

WORKSTREAMS

IMPACT ASSESSMENT Inside-out Perspective



Prioritized list of 20-30 sustainability impacts.

Coached approach on GRI, CSRD, and CSDDD.

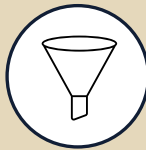


Multi-stakeholder engagement with academics, industry representatives, and rightsholder proxies.



Guidance document for the industry.
Support companies on their double materiality approach.

SUPPLY CHAIN RISK MAP Outside-in Perspective



Identification of country and commodity hot spots.

Key material inputs of the watch and jewellery supply chain.



Common understanding of most pressing supply chain-based risks.



Mitigation practices.
Visualization of the value chain in a user-friendly map.
Deep dives into high-risk commodities.

DMA

Both assessments together deliver key inputs for double materiality assessments

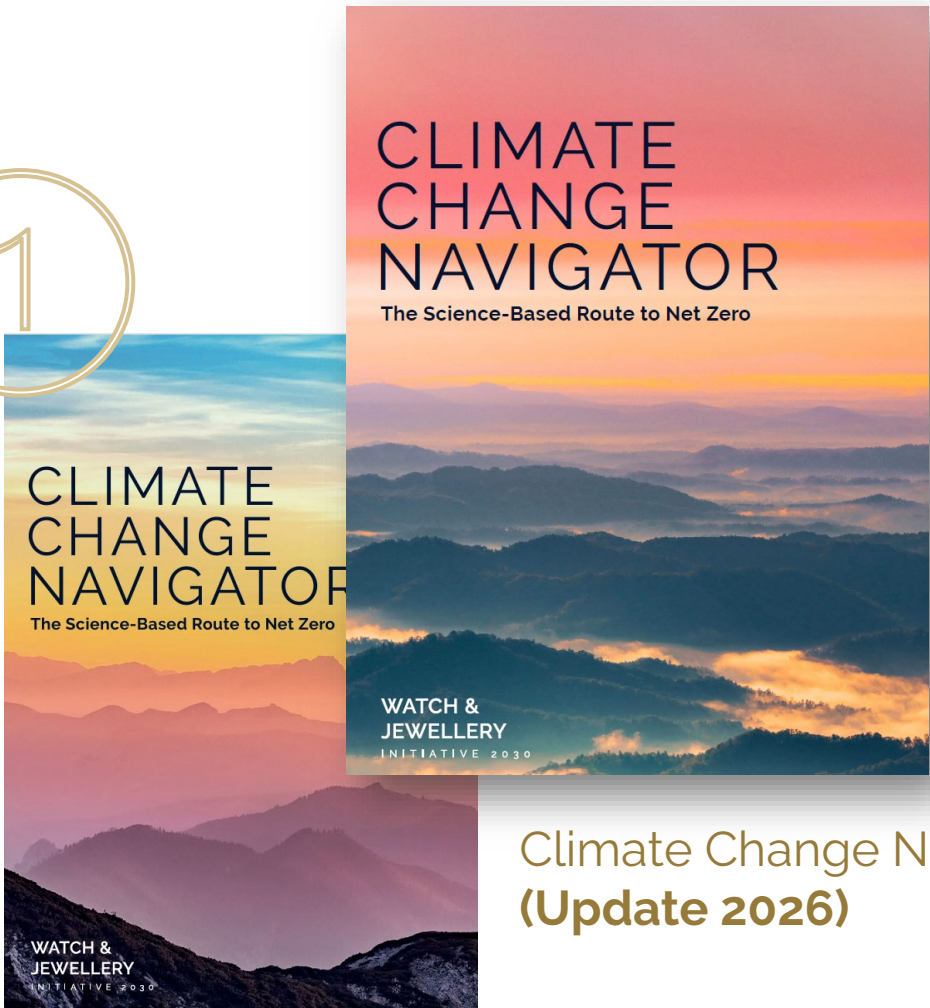
Evidence-based, Stakeholder-validated, Regulation-ready

PILLAR 1 CLIMATE RESILIENCE

Climate Action For SMEs

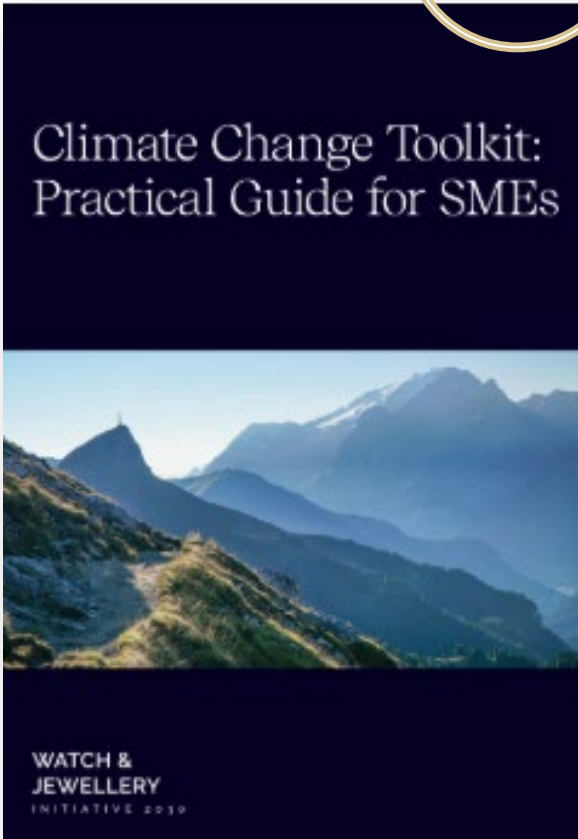
-  CSDDD
-  CSRD
-  V-SME
-  SBTi

1



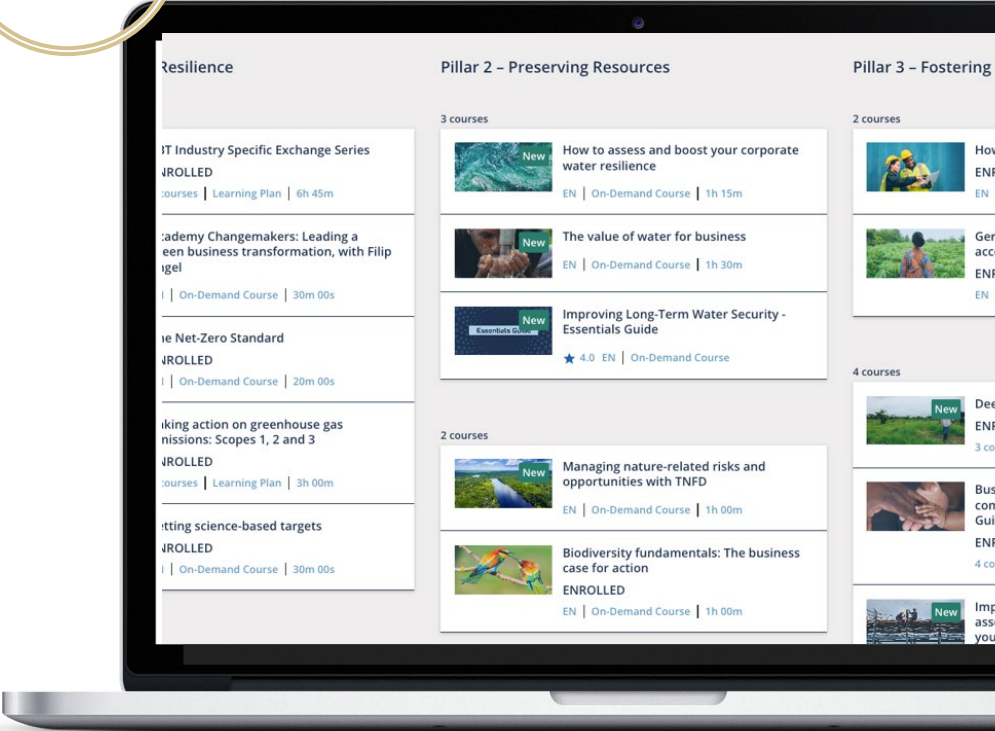
Climate Change Navigator
(Update 2026)

2



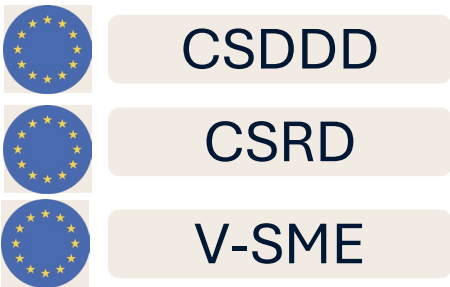
Climate Workbook for
SMEs (April 2026)

3



E-module Climate Action
for SMEs (April 2026)

Action in Practice Nature & Water



Why Water Matters to the Watch & Jewellery sector

Water Risks & Challenges: Luxury Watches, Gems & Textile Supply Chains

As companies pursue their water strategies, awareness of just how others value, see, protect and understand ownership and use of water will shape your response too. For a business, water use, impacts, risk and opportunities are all local and shared. Unlike carbon, which is fungible and global, water risk – set in the context of what has been laid out above - is highly site-specific. The same amount of water withdrawn, used, polluted or diverted means something very different in Switzerland than in Chennai. All this context makes it harder to manage and measure but far more material than almost anything else.



Water Strategy

From Awareness to Resilience

Ladder Approach



Action in Practice Women Empowerment Principles

UN Women



WATCH & JEWELLERY INITIATIVE 2030



FOSTERING
INCLUSIVENESS

LEARN

ACTIVATION TO ACCELERATION

- WEPs Capacity Building and awareness raising.
- Learn from other WEPs signatories' and get inspired to activate and accelerate your progress on advancing gender equality.

ACT

WEPs IMPLEMENTATION

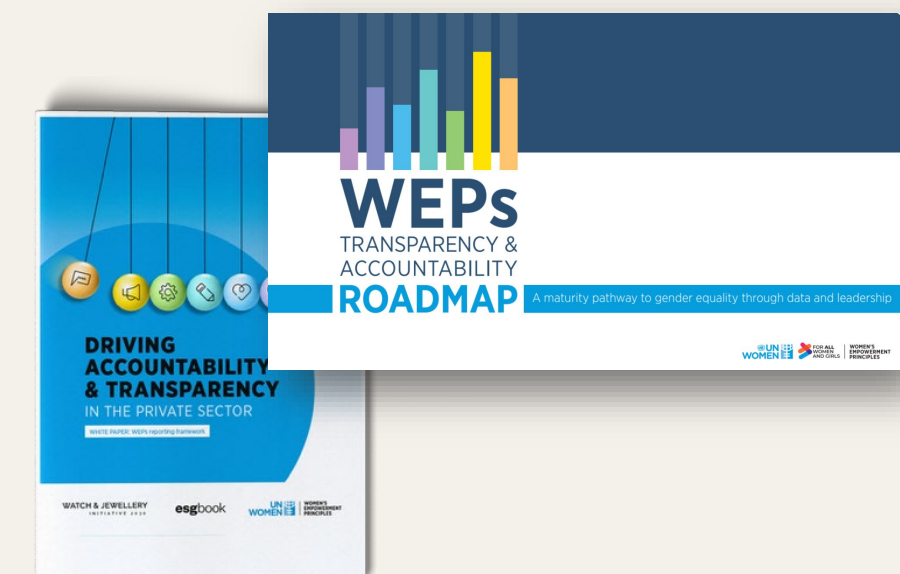
- Sharing Emerging Practices on WEPs led by pioneers and starters.
- Gender Responsive Procurement In the watch and jewellery industry.
- Launching a Gender Responsive Procurement toolbox to support companies enhance supplier engagement and build accountability mechanisms.



REPORT

TRANSPARENCY AND REPORTING

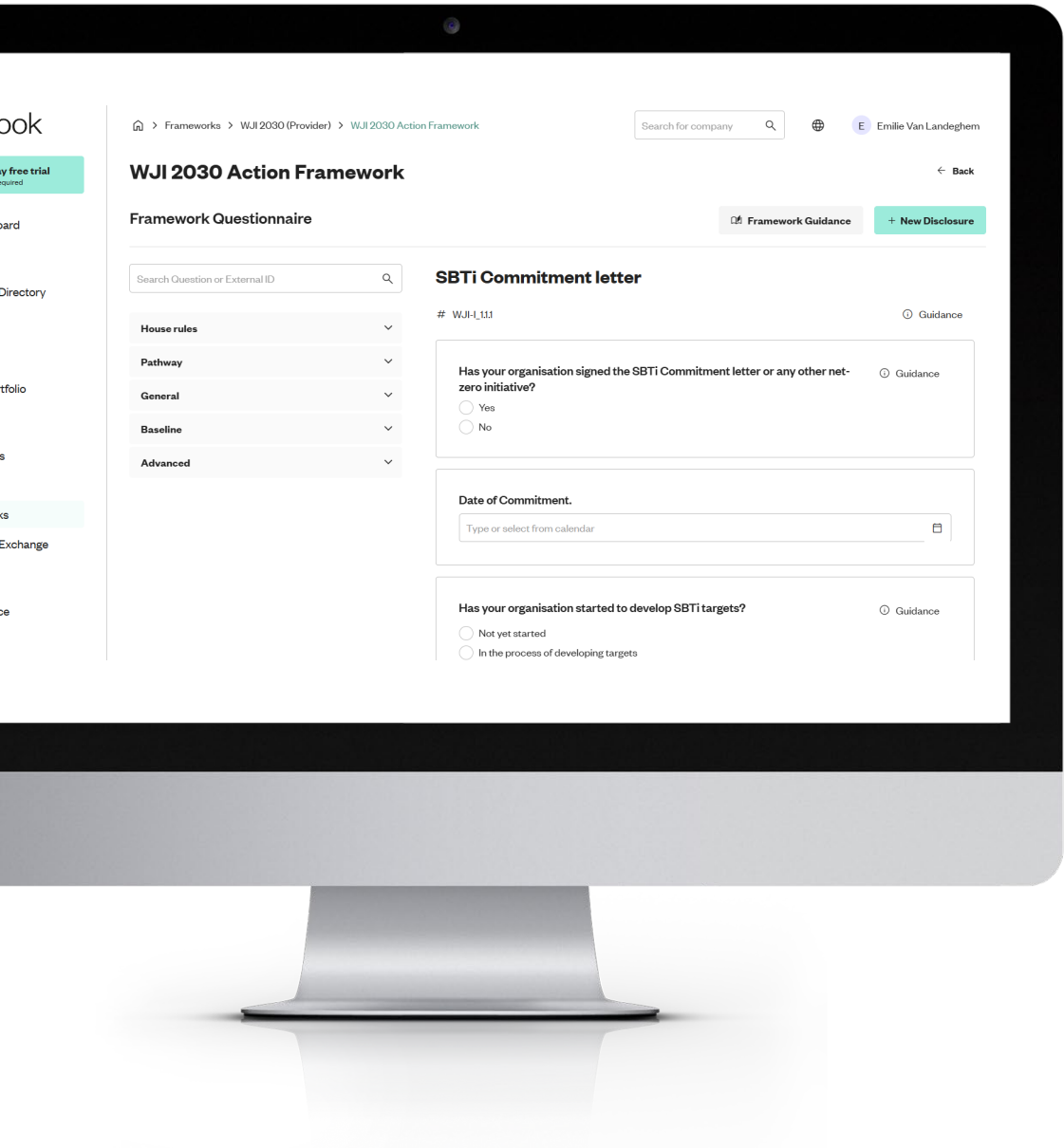
- Cross-sectoral consultation took place to build a Transparency & Accountability Roadmap for companies of all sizes and maturity levels.
- Published the Roadmap in March 2026, in partnership with UN Women.



WJI 2030 Impact Action Journey Framework

Digital Framework

Connecting the dots and consolidating resources, tools and reporting metrics in one digital platform



WATCH & JEWELLERY INITIATIVE 2030

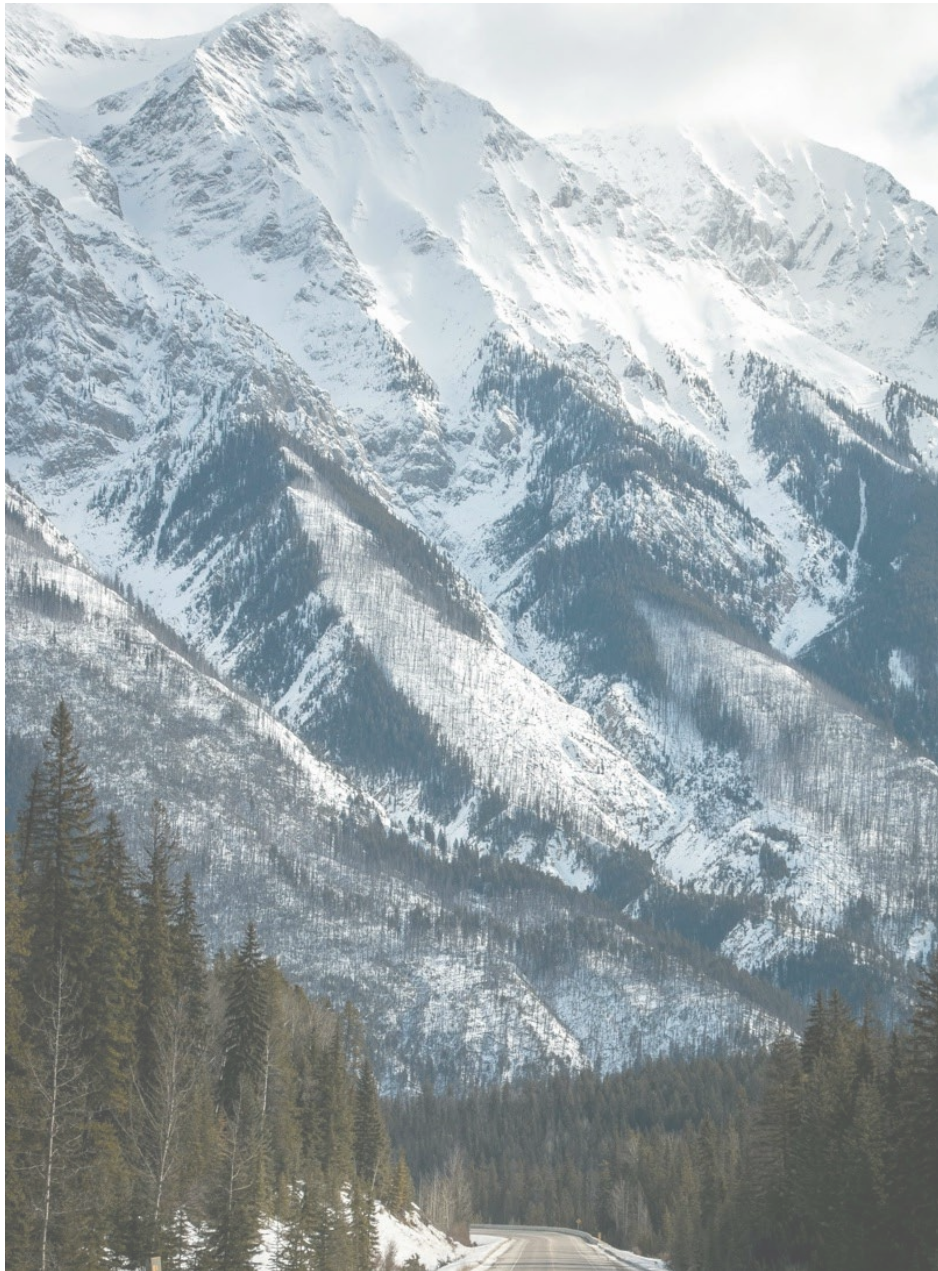
- ✓ **Simple and Clear:** Provides step-by-step guidance for sustainability progress.
- ✓ **Credible Foundations:** Builds on established frameworks and methodologies.
- ✓ **Policy-Ready:** Equips companies to meet evolving regulatory demands.
- ✓ **Substantiated Claims:** Supports credible sustainability claims with evidence-based processes.
- ✓ **Integrated Approach:** Connects and aligns with ongoing work by the WJI 2030.
- ✓ **Continuous Learning:** Supports ongoing progress via the ESG-Book platform.



THE FRAMEWORK IS ALIGNED WITH DOMINANT REPORTING STANDARDS AND REGULATIONS:

<u>SBTi</u>	<u>EU SFDR</u>
<u>TNFD</u>	<u>THE EU CONFLICT MINERALS REGULATION</u>
<u>GRI</u>	<u>THE WOMEN'S EMPOWERMENT PRINCIPLES</u>
<u>ISSB</u>	<u>THE OECD GUIDELINES FOR MNES</u>
<u>THE EU CORPORATE SUSTAINABILITY REPORTING DIRECTIVE (CSRD)</u>	<u>THE UNGPS</u>
<u>VSME</u>	
<u>THE EU CORPORATE SUSTAINABILITY DUE DILIGENCE DIRECTIVE (CSDDD)</u>	

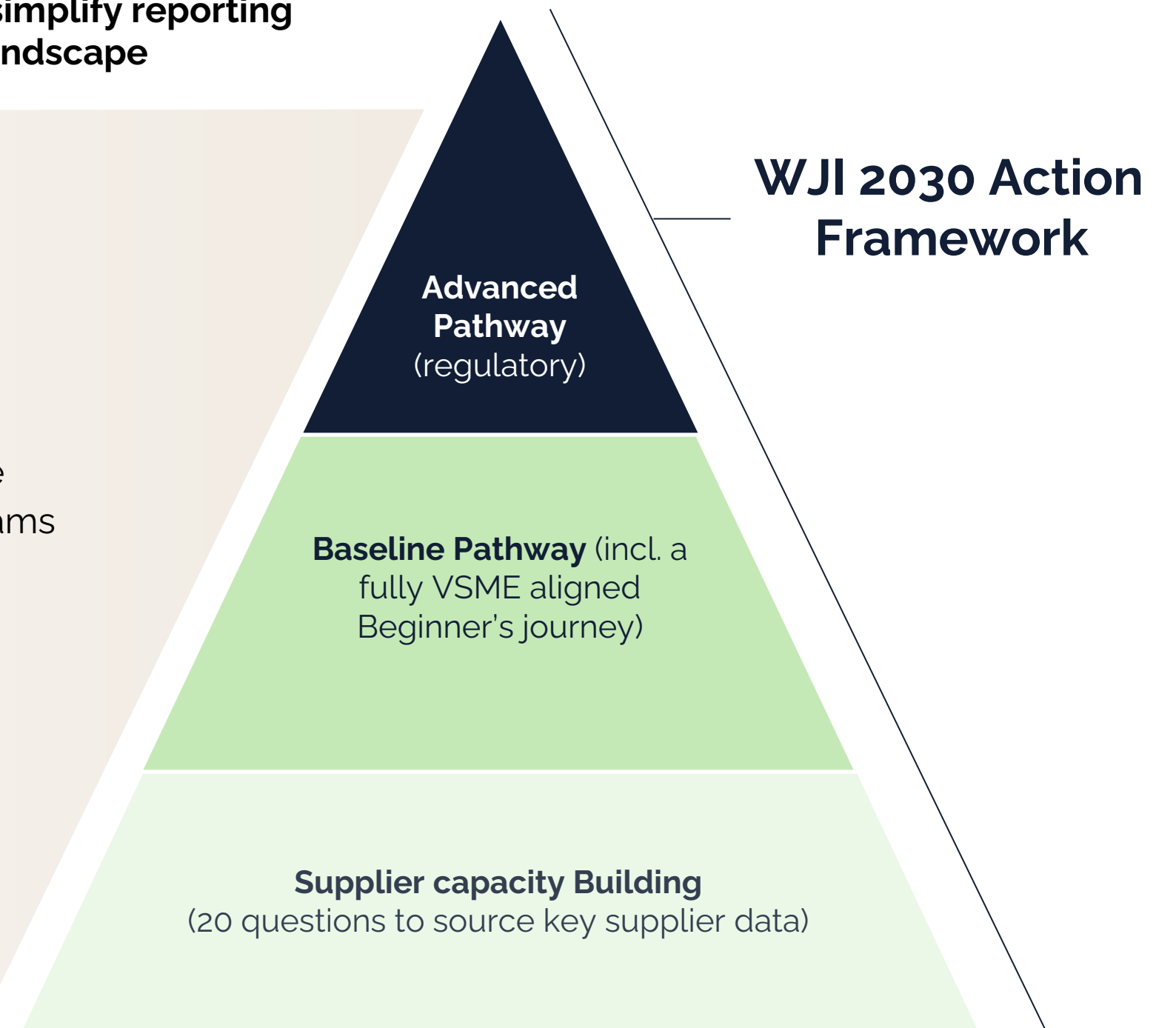
Key Features 2026



WJI 2030 Action Framework updates simplify reporting & align with the evolving regulatory landscape

- The baseline pathway includes “**beginner friendly**” questions to help companies kick start VSME* reporting (with VSME questions highlighted in the framework)
- Introduction of water and living wage KPIs to align with on-going workstreams
- New biodiversity KPIs for full VSME alignment
- AI Prefill to reduce the reporting burden
- SME carbon calculator (beta) to support capacity building

***VSME** EU Voluntary Sustainability Reporting Standard for non-listed micro, Small and Medium Enterprises



BASELINE PATHWAY (Full alignment with EU VSME criteria)		
	Energy and GHG emissions	• Energy consumption (renewables + non-renewables) • Energy consumption (electricity + fuels) • Emissions intensity (adv pathway) • Energy efficiency • Scope 1, 2, 3 emissions
	GHG reduction targets	• Climate targets • Transition plan • Actions to achieve targets • Explanation for lack of transition plan
	Biodiversity	• Nature action playbook • Sites owned near sensitive areas • Land use KPIs
	Workforce health & safety	• Work-related accidents • Work-related fatalities • Coverage by health & safety mgmt. system • Work-related ill-health • Days lost to work-related injuries
	Workforce remuneration, collective bargaining and training	• Minimum wage • Gender pay-gap • Collective bargaining coverage • Training hours
	Human rights policies and processes	• Human rights policy • Human rights policy coverage areas (adv pathway) • Grievance mechanisms
	Severe negative human rights incidents	• Actions to address human rights impacts • Confirmed human rights incidents • Confirmed incidents involving workers in the value chain, end users, affected communities
	Gender diversity ratio in the governance body	• Gender diversity ratio in the non-executive board
	Water	• Water withdrawal • Water consumption



WJI 2030 SUPPORTING TOOLS



PILLAR 1:
Climate Resilience

 Climate Change Navigator (2024)
 Climate Workbook for SMEs (May 2026)
 WJI 2030 Solutions Lab for SMEs – e-learning modules Introduction to climate, nature and inclusiveness for SMEs (2024–2026)
 Climate E-Learning Module for starters (May 2026)



PILLAR 2:
Preserving Resources (Nature & Biodiversity)

 Nature Primer (2023)
 Nature Roadmap (First version 2024, updated 2025–2026)
 Nature Action Playbook (2026)
 Nature Proof of Concept (April 2026)
 Water Stewardship Guide & Assessment Tool (March 2026)



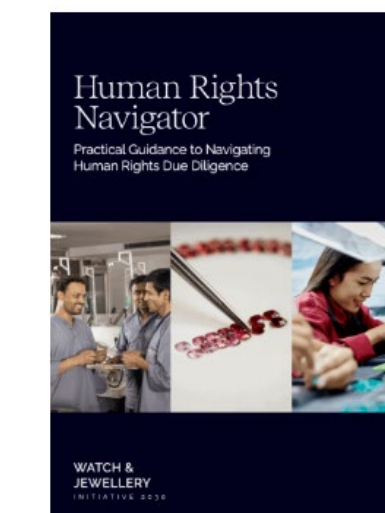
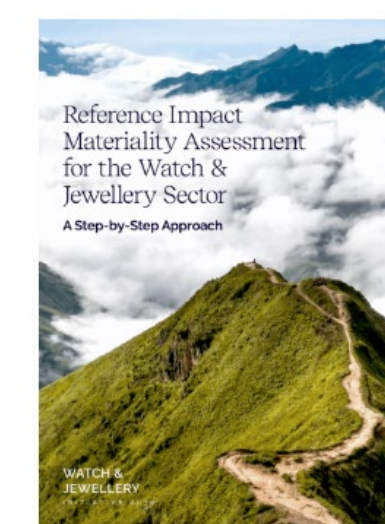
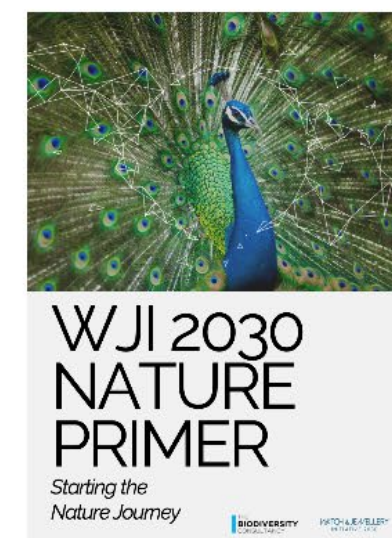
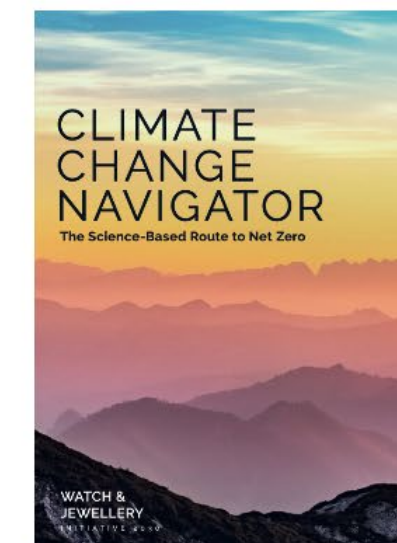
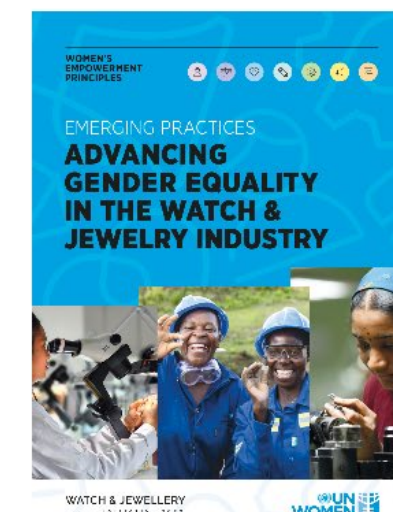
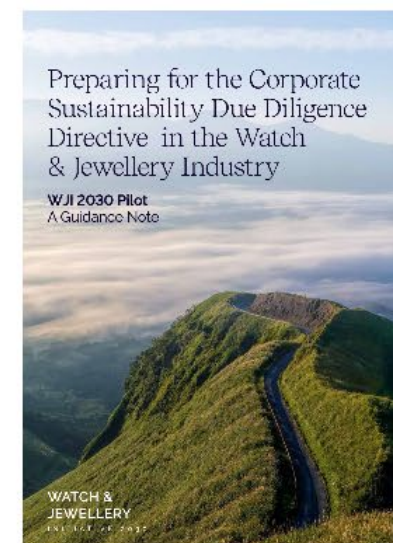
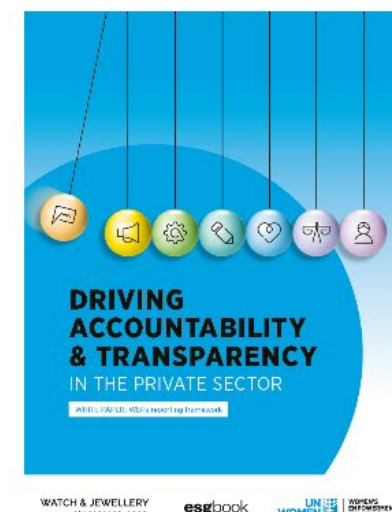
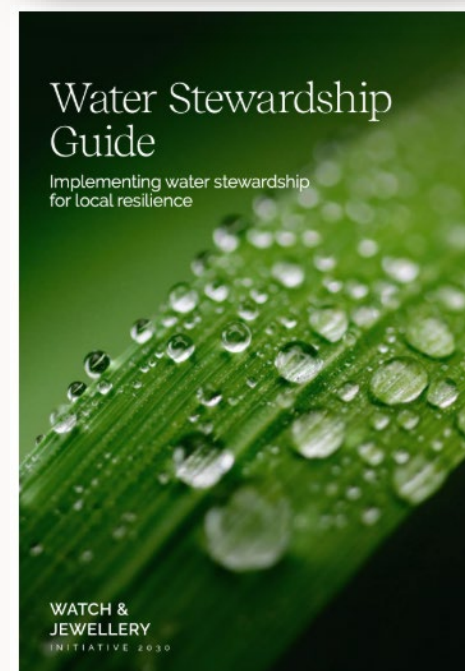
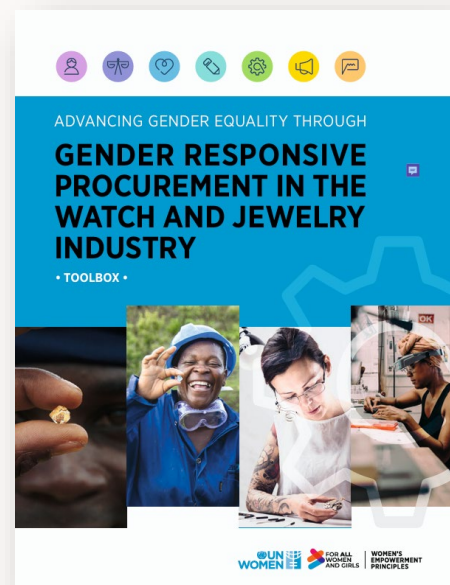
PILLAR 3:
Fostering Inclusiveness

 Human Rights Navigator (2023, updated 2025)
 Preparing for Corporate Sustainability Due Diligence Directive in the Watch & Jewellery Industry (2025)
 Conscious Craft: A Responsible Sourcing Guide for Small Businesses (2026)
 WEPs Emerging Practices: Advancing Gender Equality in the Watch & Jewellery Industry (2025)
 Gender Responsive Procurement in the Watch & Jewellery Industry Case Study (2023)
 Gender Responsive Procurement Toolbox (Launching soon)
 Driving Accountability and Transparency on Gender Equality in the Private Sector (2025)
 WEPs Transparency and Accountability Roadmap (March 2026)

 Guidance & Playbooks
  E-learning & Training
  Roadmaps & Tools
  Case Studies & Practices

WJI 2030 Resources

New Resources!



VALORIZZARE IL LUSO: COLLABORAZIONE E SOSTENIBILITÀ LUNGO LA CATENA DEL VALORE

PANELIST



VITTORIA ANNUNZI

Export Manager
Board Member
IMATEX



LUCIA BIANCHI MAIOCCHI

Sustainability Manager
Vitale Barberis Canonico



SILVIO BOTTO

Managing Director
Botto Giuseppe



MAURO SAMPELLEGRINI

Research, Innovation and
Sustainability Manager
Confindustria Moda

Moderato da: **Andrea Sianesi**, Professore Ordinario | Politecnico di Milano

BREAK & NETWORKING

IL LUSSO IN TRANSIZIONE: SUPPLY CHAIN, SOSTENIBILITÀ E VALORE CONDIVISO

PANELIST



MICKAËL MANIEZ

Head of Sustainable Supply Chain
Kering



CHIARA MORELLI

Director Sustainable Operations
and Product Compliance
Prada Group



ROSSELLA RAVAGLI

Sustainability Director
Armani Group

Moderato da: **Hakan Karaosman**, Professore Associato | Politecnico di Milano

IMPATTO ATTRAVERSO IL DESIGN: RIPENSARE INSIEME IMPRESA E COMUNITÀ

FIRESIDE CHAT:



ELISA RUBEGNI

Professoressa Associata
Politecnico di Milano



SARA SOZZANI

Creative Director
Fondazione Sozzani

L'IMPERATIVO DELLA TRASPARENZA: SPUNTI DAL SETTORE ALIMENTARE APPLICATI AL LUSSO

FIRESIDE CHAT:



FEDERICA CICCULLO

Professoressa Associata
Politecnico di Milano



GIANLUCA TEDALDI

Ricercatore
Politecnico di Milano

SUSTAINABLE MANAGEMENT IN FASHION & LUXURY INDUSTRIES

ALESSANDRO BRUN
RESEARCH CENTRE



DEDICATED TO THE LIVING MEMORY OF PROF. ALESSANDRO BRUN

POWERED BY THE
PLA.NET RESEARCH GROUP

CHALLENGES

- Transversal challenges facing luxury and fashion supply chains
- Future talent and workforce: how to make luxury production and Supply Chain Management more appealing
- Capacity building and skill development at supply chain level: capability development at the industry level
- Climate change: water risks among other environmental issues
- Human rights and traceability across the supply chain
- Long term competitiveness amidst macro political challenges and rising risks of AI driven ultra fast fashion

PURPOSE

Actively shaping practice, public discourse, and policy by generating and disseminating knowledge on Sustainable Management in Fashion & Luxury Industries and recognizing and amplifying the contributions of all those involved in fashion and luxury ecosystems.

VISION

To establish a globally recognized research and impact platform that positions fashion & luxury supply chains as dynamic socio-ecological systems for responsible, resilient, and human-centred production or service hubs, while setting benchmarks for excellence and innovation.

MISSION

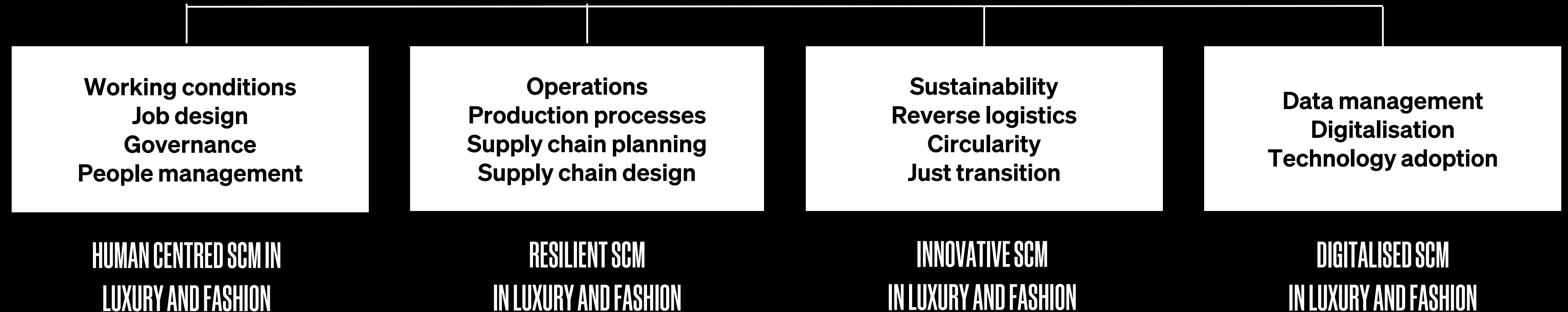
Produce world-class interdisciplinary research on sustainable management of fashion & luxury supply chains for both products and services

Translate research into educational programs with industrial and policy implications

Serve as an independent platform for academia, industry leaders, creatives, and policymakers

Lead the conversation on responsible, resilient, and innovative fashion & luxury supply chains

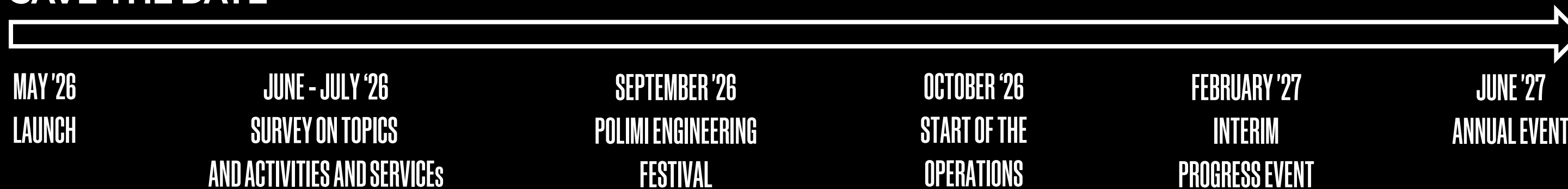
RESEARCH AREAS



CALL TO ACTION

Join us to position fashion & luxury supply chains as dynamic socio-ecological systems for responsible, resilient, and human-centred production or service hubs, while setting benchmarks for excellence and innovation.

SAVE THE DATE



GET IN TOUCH:

- <https://www.planet-group.polimi.it>
- hakan.karaosman@polimi.it

GRAZIE!