

**SUSTAINABILITY POLICY**  
SALVATORE FERRAGAMO GROUP

*Salvatore Ferragamo*



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## 1. COMMITMENT

*"Creativity, innovation and excellent craftsmanship have been the core values of the Salvatore Ferragamo Group since it began, and are tangible elements in the design and production of each and every one of its creations. The Group's deep ties to the local area, its culture and community have instilled in Salvatore Ferragamo an ever greater awareness of the need for a sincere and significant commitment to protecting the places where it operates and the people who work for it, a commitment that goes beyond mere compliance with the provisions of national and international laws, standards and regulations".*

This Policy aims to establish a framework of Guiding Principles on the social and environmental responsibility of the Salvatore Ferragamo Group (henceforth also "Group") to be adopted in its daily operations.

## 2. SCOPE AND RECIPIENTS

The objective of this Sustainability Policy is to establish an equity and professional-oriented corporate culture by promoting honesty, integrity and transparency, and by incentivizing sustainable development through starting a dialogue on corporate ethics and increasing the responsibility of our stakeholders.

The Policy Recipients are the corporate boards, employees and any person operating in the name and on behalf of any company of the Salvatore Ferragamo Group.

The Policy refers to the main stakeholders of the Group, including Employees, Suppliers and Contract Manufacturers, Shareholders, Investors and Distributors as internal stakeholders, and Final Customers, Trade Associations, Media and Influencers, NGOs, Local Communities, Regulatory and Governmental bodies and Public Administration, Schools and Universities as external stakeholders.

## 3. GUIDING PRINCIPLES

The Policy Recipients undertake to abide by the following Guiding Principles, divided into the three main topics the Group has decided to promote in Salvatore Ferragamo S.p.A. and its subsidiaries: People and Principles, Protecting the Environment and Culture and Participation.

### 3.1 PEOPLE AND PRINCIPLES

The Salvatore Ferragamo Group is committed to conducting all its activities in accordance with Human and Workers' Rights, as acknowledged by national and international conventions and declarations.

The Group rejects all forms of child labour, forced labour and any discrimination based on age, racial and ethnic origin, nationality, political and trade union opinions, religion, sexual orientation, gender identity and any other personal characteristic that does not strictly regard business.

The Group is committed to enhancing the people at every step of the supply chain, investing in the professional development of its human resources as well as attracting new talents, while ensuring compliance with health and safety standards in the workplace for all employees.

The Group also promotes the wellbeing of its resources and undertakes to develop initiatives to ease the work-life balance of its employees.

### 3.2 PROTECTING THE ENVIRONMENT

Salvatore Ferragamo commits to positively contribute to the protection and safeguarding of the environment and its ecosystems by developing strategies and initiatives aimed to minimize the environmental impact of its business operations.

Specifically, the Salvatore Ferragamo Group commits to reduce its use of raw materials such as paper and plastics and to encourage the use of certified, traceable alternative materials.

The Group also commits to monitor the efficiency of its energy and water consumption and to measure and evaluate its greenhouse gas emissions in order to contribute to the reduction of its environmental footprint.

Finally, the Group values the transparency and traceability of natural materials in every step of the supply chain in order to ensure the highest quality of responsible production to its final customers.

### 3.3 CULTURE AND PARTICIPATION

Embedded in the Italian artisanal culture since its inception, the Salvatore Ferragamo Group is committed to promoting Made in Italy throughout the world with the enhancement and development of traditional Italian craftsmanship.

The Group is committed to actively engaging in social participation initiatives, specifically focusing on projects supporting women and children, in accordance with the Group Charity Policy.

Moreover, the Group aims to promote the diffusion of Italian culture all over the world, mainly through the sponsorship of initiatives related to art, cinema and music, as core values of the Brand's history.

Finally, the Group is committed to ensuring that communications with stakeholders are based on collaboration, fairness and transparency, and incentivizing constant dialogue in order to raise awareness of social and environmental responsibility in the corporate environment.

#### 4. IMPLEMENTATION

The implementation of this Policy is mandatory for the Salvatore Ferragamo Group.

The Sustainability Function is responsible for implementing the Policy and coordinating and monitoring any sustainability-related project, with the constant involvement of the cross-functional workgroup defined as the “Green Team”.

The President and the Control and Risks Committee, set up to oversee sustainability issues, shall ensure cross-sectional implementation of the Policy, with the objective of fully integrating sustainability into the predefined business strategies.

The Group commits to maintain periodic and transparent communication with stakeholders, increase stakeholder engagement on sustainability and ensure homogeneous implementation of the Policy.

Requests for information and assistance on the interpretation of the Policy may be made to the Sustainability Function of Salvatore Ferragamo S.p.A. Recipients may assist the implementation by proposing ideas and suggestions for applying sustainability measures to the Group's daily activities by sending an email to [csr@ferragamo.com](mailto:csr@ferragamo.com).

#### 5. REFERENCES

This Policy has been prepared in accordance with the principles and rules presented in the Group Code of Ethics and in the Framework of Sustainable Development Goals (SDGs) provided by the United Nations, which have been adopted by the Group in its Sustainability Plan.



