

## **INCLUSION POLICY**

Unofficial translation of the document approved by  
the Board of Directors of Salvatore Ferragamo S.p.A. on June 18, 2019

*Salvatore Ferragamo*



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**1. PURPOSE**

The Salvatore Ferragamo Group (hereinafter also the "Group" or "Salvatore Ferragamo") has always considered sustainability as a behavioral model to follow and an essential component of its decision-making process: this results in acting in line with values and targets for economic growth that take into account the environmental and social impacts, both positive and negative, of the Group's activities.

The achievement of such targets would not be possible without the people who every day, with passion and dedication, contribute to carrying out the Group's activities, while respecting the heritage and the values that characterized, in the first instance, the Founder and his family.

For this reason, the Group attributes great importance to its human capital and is committed to guaranteeing that the management of its people is based on the principles of fairness, integrity and respect, with the aim of enhancing and safeguarding them. At the same time, the Group requires the respect of such essential and indispensable values, both in internal relations and in the ones with third parties.

This Inclusion Policy (hereinafter also the "Policy") aims at formalizing the Group's commitment to the promotion and the protection of the values of inclusion and equality. In doing so, it sets out the principles that, in line with the statements of the Code of Ethics and the Sustainability Policy, have always guided the Salvatore Ferragamo Group in the transparent and responsible performance of its activities.



**2. RECIPIENTS AND SCOPE OF APPLICATION**

This Policy applies to the Group's employees, corporate boards, independent contractors who operate in the name and on behalf of the subsidiaries of the Salvatore Ferragamo Group.



### 3. OUR COMMITMENT

The management and enhancement of human capital are oriented towards the inclusion and the promotion of the principles of equality and dignity, both in internal relations and in the ones with third parties.

Salvatore Ferragamo, in line with the provisions of the Universal Declaration on Human Rights and the ILO conventions on discrimination<sup>1</sup>, is committed to:

- supporting **multiculturalism** in all corporate activities and contexts, which is fundamental for the development of innovative and distinctive elements capable of increasing the competitiveness of the Group;
- guaranteeing that all **employees** and **independent contractors**, both within the work environment and in interactions with third parties, act **respectfully** and **fairly**, featuring a behavior that reflects inclusion and equality;
- promoting **equality**, combating any kind of **discrimination** based on age, ethnicity, nationality, political and trade opinions, religious creed, sexual orientation, gender identity, physical or mental disability or any other personal characteristic;
- promoting and guaranteeing respect for **equal opportunities** and supporting **gender balance**, ensuring the same working conditions for employees of both genders and facilitating the management of the work-life balance;
- condemning and opposing any form of **harassment**, be it gender-based, physical, verbal or sexual;
- promoting and fostering **meritocracy** and **fairness of treatment** at all professional levels, encouraging the development, expression and enhancement of the potential of individuals.

The Group commits itself to pursuing these principles and requires compliance by all recipients, at all stages of the employment relationship, from the selection phase to the conclusion of the relationship.

### 4. REPORTING OF VIOLATIONS AND DISCIPLINARY MEASURES

All recipients are required to report any conduct that does not comply with the principles and rules set forth in the Policy by using the Whistleblowing system, or by sending an email to the address [ethics.committee@ferragamo.com](mailto:ethics.committee@ferragamo.com).

The Group undertakes to treat each report with confidentiality and to protect the anonymity of the informants, ensuring that they will not be subject to any form of retaliation, in accordance with the legislation in force.

### 5. APPROVAL AND DIFFUSION

Salvatore Ferragamo S.p.A. approves this Policy with a resolution of the Board of Directors and promotes its adoption by all subsidiaries as well as its diffusion to all the recipients.

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<sup>1</sup> Among those, the Convention C111 on discrimination (employment and occupation).

