

# FERRAGAMO

**SA8000 POLICY**

PURSUANT TO STANDARD SA8000:2014

Salvatore Ferragamo Group (hereinafter also “Group”) has, among its key values, corporate ethics and the promotion of the values of loyalty, fairness and respect, both within the Group and towards its stakeholders.

Consistent with the provisions of the Group’s Code of Ethics and its Sustainability Policy, the SA8000 Policy of Salvatore Ferragamo S.p.A. affirms the corporate commitment to achieve the highest ethical and sustainable business development standards, respecting and instilling SA8000 related principles in the corporate environment, in compliance with the applicable laws and the main international agreements on human and labour rights.

In particular, in accordance with the provisions of the SA8000 Standard, Salvatore Ferragamo S.p.A. is committed to:

#### **REFUSING THE USE OF CHILD LABOUR**

This implies not engaging in nor supporting the use of child labour, in line with the provisions of current legislation, the International Labour Organization Conventions on this topic and the United Nations Convention on the Rights of the Child.

#### **REFUSING THE USE OF FORCED AND COMPULSORY LABOUR**

This implies not engaging in nor supporting the use of forced or compulsory labour, condemning any form of modern slavery and prohibiting the use of work not carried out voluntarily, that could also derive from threats or debts.

#### **PROTECTING THE HEALTH AND SAFETY OF WORKERS AND THEIR WELL-BEING**

This implies providing a healthy and safe workplace environment, taking effective steps to protect the well-being of workers, and prevent accidents and damage to their health during their engagement in the company.

#### **RESPECTING FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING**

This implies respecting and protecting workers’ freedom of association, not hindering their membership in trade unions and promoting collective bargaining.

#### **RESPECTING THE RIGHT TO A LIVING WAGE AND FAIR WORKING HOURS**

This implies respecting the applicable laws concerning working hours, breaks and public holidays, guaranteeing a living wage and minimum income.

#### **RESPECTING THE PRINCIPLES OF DIGNITY, EQUALITY AND NON-DISCRIMINATION**

This implies prohibiting any form of discrimination based on age, ethnic origin, nationality, political and trade union views, religious beliefs, sexual orientation, gender identity, physical and mental disabilities and any other personal characteristics not relevant to the professional sphere.

#### **PROHIBITING UNFAIR DISCIPLINARY PRACTICES**

This implies prohibiting the use of any form of physical, corporal and mental coercion, including verbal offense or any further offense against the dignity of persons.

**DEVELOPING AN SA8000 MANAGEMENT SYSTEM**

This implies the progressive implementation of a SA8000 management system in order to further oversee the topics of social responsibility, promoting continuous improvement processes fostered by risk assessment and mitigation activities.

The Company is committed to ensuring that the social responsibility principles of the Standard are disseminated, understood and respected by workers, members of the supply chain and other interested parties, promoting their involvement and advocating fruitful and constructive interaction.

The Group encourages the conscious use of the communication channels open to send reports in good faith concerning alleged or verified violations of the provisions of this Policy through the dedicated Whistleblowing web channel.

Alternatively, it is possible to contact the Group Ethics Committee using the following e-mail address: *ethics-committee@ferragamo.com*.

Without prejudice to legal obligations, the Group is committed to treating every report received with confidentiality, privacy and without any form of retaliation.

Date: 24/04/2019

Salvatore Ferragamo S.p.A.



