

FERRAGAMO

ANIMAL WELFARE POLICY



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1. INTRODUCTION

The Salvatore Ferragamo Group (hereinafter also the "Group") has always paid particular attention to the social, environmental and economic effects of its activities and believes that collaboration with the supply chain is essential for achieving the highest ethical standards and the sustainable development of the business. In this context, the responsible procurement of animal-derived materials, which are used in production processes, for each product category, assumes particular importance.

The Group believes that the approach taken on the issue of animal welfare along the supply chain is essential, in the awareness that products can only be enhanced through respect for the environment and biodiversity. To formalise its commitment to animal welfare, the Group has decided to draw up an Animal Welfare Policy (hereafter the "Policy"), in order to ensure that the entire supply chain adopts appropriate standards of behaviour in connection with animal welfare.



This Group Policy defines the minimum requirements, certifications, standards, collaborations, strategies and sources of supply to be preferred in order to ensure animal welfare in relation to the following categories of material: fine leathers (from exotic species), wild (species that are killed in their natural environment), sheep and goats, bovine (species of adult cattle) and calves.

2. ADDRESSEES AND SCOPE

The addressees of this Policy are all suppliers to the Salvatore Ferragamo Group of raw materials and finished products of animal origin (hereinafter also the "suppliers"). Suppliers are responsible for ensuring their compliance with the Policy, as well as disseminating it and requiring compliance with it by their employees, suppliers, external contractors and other persons who are part of the Group's supply chain. In confirmation of their acceptance, suppliers are required to sign the Acceptance Form that can be found in the final section of this document.

3. READING GUIDE

In order to facilitate the interpretation of the Policy, the legend below provides help in understanding the contents of the document:


-  **Content for which the Group requires compliance by suppliers;**
-  **Content recommended by the Group but for which compliance is not mandatory.**

4. THE GROUP'S COMMITMENT

The Salvatore Ferragamo Group, through the publication of the Animal Welfare Policy, is committed to promoting respect for animal welfare along the entire supply chain. This focus is based on the Group's respect for national and international laws and regulations, in order to ensure the ethical treatment of animal species with regard both to species bred for food and to wild animals. The Group bases its commitment on a set of standards and principles that help ensure the fair treatment of animals.




In addition, in confirmation of its commitment, the Salvatore Ferragamo Group has joined the Fashion Pact, which among its objectives includes the protection of natural ecosystems and the restoration of biodiversity. In line with its commitment to restore biodiversity by developing concrete actions to protect species and promote sustainable use of the terrestrial ecosystem, the Group has integrated Sustainable Development Goal 15 into its sustainability plan.

 The Salvatore Ferragamo Group requires suppliers to comply with the *Five Freedoms*, formalised in 1979 by the *UK Farm Animal Welfare Council* and considered to be the most widely accepted internationally.

FIVE FREEDOMS

- PRINCIPLE I **Freedom from Hunger and Thirst** by ready access to fresh water and a diet to maintain full health and vigour;
- PRINCIPLE II **Freedom from Discomfort** by providing an appropriate environment including shelter and a comfortable resting area;
- PRINCIPLE III **Freedom from Pain, Injury or Disease** by prevention or rapid diagnosis and treatment;
- PRINCIPLE IV **Freedom to Express Normal Behaviour** by providing sufficient space, proper facilities and company of the animal's own kind;
- PRINCIPLE V **Freedom from Fear and Distress** by ensuring conditions and treatment that avoid mental suffering.

 The Salvatore Ferragamo Group also requires that all raw materials of animal origin come from countries where there is an adequate level of control over the treatment and practices carried out on animal species. Suppliers are therefore required to provide details of the name and characteristics of the species supplied and above all the country of origin. In the case of procurement of species listed in the CITES Appendices, the Group requires its suppliers to carry out their activities in accordance with the Convention on International Trade in Endangered Species (CITES).

In addition to compliance with national and international laws and regulations, as well as standards and principles that help ensure fair treatment of animals, the Group specifies certifications, standards and collaborations aimed at promoting animal welfare, by which suppliers from the tanning industry are advised to be guided in the execution of their activities.

CERTIFICATIONS, STANDARDS AND COLLABORATIONS

LEATHER WORKING GROUP (LWG)

The Group promotes the commitment on the part of its suppliers to implement the reports and updates published by the Leather Working Group. In fact, one of the most important tasks of the LWG is to monitor the transparency of the supply chain in the production of hides, by carrying out audits of farms and subsequently issuing a certification.

QUALITY CERTIFICATION FOR THE TANNING INDUSTRY

The Salvatore Ferragamo Group promotes a commitment among suppliers to follow the guidelines of the Quality Certification Institute for the Tanning Industry (ICEC), in order to guarantee the best treatment of animals along the supply chain. ICEC certifies various aspects of the tanning industry and the certifications can relate to a variety of areas, including corporate sustainability, the environment, ethical and social factors and finally financial and product-related characteristics.



5. FINE LEATHERS

The Salvatore Ferragamo Group requires suppliers to treat the animals involved in obtaining the fine leathers used in a responsible manner. The categories of animals for the production of fine leathers include, among others:

- crocodiles and alligators;
- snakes (including pythons);
- ostriches.

! The Group requires that suppliers of these hides comply with applicable laws, conventions and regulations in order to guarantee the highest standards of animal welfare, thus avoiding practices that lead to suffering on the part of the species in question. The Group requires its suppliers to provide verifiable information on the origin of the animals supplied in order to determine whether that they are included in the Red List of the International Union for Conservation of Nature (IUCN) and the CITES Appendices.

Below are highlighted:

- the minimum requirements
- certifications, standards and collaborations
- procurement sources and strategies

identified by the Salvatore Ferragamo Group and addressed to its suppliers.

MINIMUM REQUIREMENTS

! The Salvatore Ferragamo Group requires from its suppliers:

- Respect for the *Five Freedoms*;
- Specification of the origin and type of the species in question;
- That endangered species are not supplied;
- Specification of how the animal was reared:
 - * *Feeding*: animals must be adequately fed in accordance with their size and needs;
 - * *Correct veterinary treatment* in the event of illnesses and periodic checks to ensure the health of the animal;
 - * *Transport conditions*: avoid transporting and, if it is necessary, ensure that it is carried out in total safety and comfort for the animal. Actions to decrease the size of the animal in order to facilitate its transportation are not tolerated;
 - * *Method of killing the animal*: avoid any practice that causes the slow and painful death of the animal;
 - * All animal rearing processes must be carried out by *specialist personnel*.

CERTIFICATIONS, STANDARDS AND COLLABORATIONS

! **SOUTHEAST ASIAN REPTILE CONSERVATION ALLIANCE (SARCA)**

The Salvatore Ferragamo Group requires its suppliers to follow the guidelines and documentation published by the Southeast Asian Reptile Conservation Alliance, in order to give greater importance to and to improve the transparency within the supply chain.

Paragraph 4 of this document contains further information regarding the Certifications, Standards and Collaborations of a general nature whose application the Group promotes (LWG, ICEC).

PROCUREMENT SOURCES AND STRATEGIES

Suppliers to the Salvatore Ferragamo Group are required to:

- Guarantee that animals were not obtained through illegal animal trade.

It is recommended that suppliers to the Salvatore Ferragamo Group commit to taking measures in connection with:

- Monitoring, and possibly the carrying out of audits, by the Leather Working Group.

In addition, for specific species within the category, the Group promotes the application of practices aimed at identifying the needs of the animal, such as in the case of crocodiles and alligators.

CROCODILES AND ALLIGATORS

The Salvatore Ferragamo Group recommends that suppliers of fine leathers from crocodiles and alligators follow the instructions provided by:

- the International Crocodilian Farmers Association (ICFA): the standard created by the Association covers the welfare, health and safety of crocodiles, the responsible use of medicines, the traceability and integrity of the product, organisation and competence of staff and management of the biodiversity and emergencies.

6. WILD

The Salvatore Ferragamo Group requires suppliers to treat the wild species of animals from which leather is obtained in a responsible manner. Wild species include animal species that are not bred for their fur or for food purposes but are captured in their natural environment.

The Group requires that suppliers of these hides comply with applicable laws, conventions and regulations in order to guarantee the highest standards of animal welfare, thus avoiding practices that lead to suffering on the part of the species in question. The Group requires its suppliers to provide verifiable information on the origin of the animals supplied in order to determine whether they are included in the Red List of the IUCN and the CITES Appendices.

Below are highlighted:

- the minimum requirements
- certifications, standards and collaborations
- procurement sources and strategies

identified by the Salvatore Ferragamo Group and addressed to its suppliers.

MINIMUM REQUIREMENTS

The Salvatore Ferragamo Group requires from its suppliers:

- Respect for the *Five Freedoms*;
- Specification of the origin and type of the species in question;
- That endangered species are not supplied;
- Specification of how the animal was reared:
 - * *Trapping*: avoid the use of traps or ensure that they do not cause the animal pain;
 - * *Method of killing* the animal: animals must be killed with a blow that ensures immediate death;
 - * *Any young* that might be alone after the mother's death must be killed so as not to cause a slow death;
 - * All animal capturing processes must be carried out by *specialist personnel*.


CERTIFICATIONS, STANDARDS AND COLLABORATIONS

Paragraph 4 of this document contains information regarding the Certifications, Standards and Collaborations of a general nature whose application the Group promotes (LWG, ICEC).

7. SHEEP AND GOATS

The Salvatore Ferragamo Group requires suppliers to treat the sheep and goats from which they obtain leather, wool, mohair and cashmere in a responsible manner. This category includes, among others:

- ovines (merino sheep, karakul sheep and lambs);
- caprines (Angora and hircus laniger goats).


 The Group requires that its suppliers comply with applicable laws, conventions and regulations in order to guarantee the highest standards of animal welfare, thus avoiding practices that lead to suffering on the part of the species in question. An example of particular importance regards the practice of mulesing, which the Group explicitly forbids. Furthermore, the Group does not procure any animal that is raised solely and exclusively for its skin/coat. The Group requires its suppliers to provide verifiable information on the origin of the animals supplied in order to determine whether they are included in the Red List of the IUCN and the CITES Appendices.

Below are highlighted:

- the minimum requirements
- certifications, standards and collaborations
- procurement sources and strategies

identified by the Salvatore Ferragamo Group and addressed to its suppliers.

MINIMUM REQUIREMENTS

 The Salvatore Ferragamo Group requires from its suppliers:

- Respect for the *Five Freedoms*;
- Specification of the origin and type of the species in question;
- That endangered species are not supplied;
- Specification of how the animal was reared:
 - * *Feeding*: appropriate supply of food and water;
 - * The ability to *move freely*;
 - * *Correct veterinary treatment* in the event of illnesses and periodic checks;
 - * *Transport conditions*: transportation must be carried out in such a way as not to cause stress to the animal;
 - * The *methods of killing* the animal must cause the least pain for the shortest time;
 - * All animal rearing processes must be carried out by *personnel* with an appropriate level of knowledge of the species.

CERTIFICATIONS, STANDARDS AND COLLABORATIONS

 RESPONSIBLE WOOL STANDARD


The Salvatore Ferragamo Group requires suppliers to commit themselves to follow the guidelines regarding the welfare and biodiversity of sheep, so as to ensure transparency and the correct treatment of the species sourced by the Group.

 ZQ MERINO

The Group requires that the fibre obtained from any breed of sheep be produced in an ethical way, with respect for the animals, quality and the environment¹.

 SUSTAINABLE FIBRE ALLIANCE


The Salvatore Ferragamo Group requires that suppliers adhere to the guidelines laid down in the standard so that the globally accepted ethical conditions on the treatment of sheep and goats can be followed. In particular, the standard guarantees the well-being of shepherding communities, and the protection of biodiversity and the animal.

 Paragraph 4 of this document contains further information regarding the Certifications, Standards and Collaborations of a general nature whose application the Group promotes (LWG, ICEC).

PROCUREMENT SOURCES AND STRATEGIES

 Suppliers to the Salvatore Ferragamo Group are required to provide for:

- The use solely of animals killed for food.

 It is recommended that suppliers to the Salvatore Ferragamo Group commit to taking measures in connection with:

- The proper training of shepherd dogs;
- Shearing methods that take place in the appropriate periods in order to maintain the health of the animals.

¹ The standard refers to New Zealand, therefore, suppliers in the reference area are required to follow the ethical standards of ZQ Merino.

8. CATTLE

The Salvatore Ferragamo Group requires suppliers to treat the animals from which leather is obtained in a responsible manner. This category of animals used for the production of leather includes, among others:

- cows and oxen;
- buffaloes;
- bulls.

! The Group requires that suppliers of these hides comply with applicable laws, conventions and regulations in order to guarantee the highest standards of animal welfare, thus avoiding practices that lead to suffering on the part of the species in question. Furthermore, the Group requires that no animal be raised solely and exclusively for its skin/coat.

Below are highlighted:

- the minimum requirements
- certifications, standards and collaborations
- procurement sources and strategies

identified by the Salvatore Ferragamo Group and addressed to its suppliers.

MINIMUM REQUIREMENTS

! The Salvatore Ferragamo Group requires from its suppliers:

- Respect for *Five Freedoms*;
- Specification of the origin and type of the species in question;
- That endangered species are not supplied;
- Specification of how the animal was reared:
 - * *Feeding*: cattle must receive the right amount of food and water in accordance with their size;
 - * *Living space*: adequate space must be provided to ensure well-being when the animal is not free;
 - * The ability to *move freely*;
 - * *Correct veterinary treatment* in the event of illnesses and periodic checks on the animals' health;
 - * Cattle must be *transported* in sufficient space and in conditions of safety;
 - * Animals must be *killed* as quickly and painlessly as possible;
 - * All animal rearing processes must be carried out by *specialist personnel*.

CERTIFICATIONS, STANDARDS AND COLLABORATIONS

🔍 Paragraph 4 of this document contains information regarding the Certifications, Standards and Collaborations of a general nature whose application the Group promotes (LWG, ICEC).

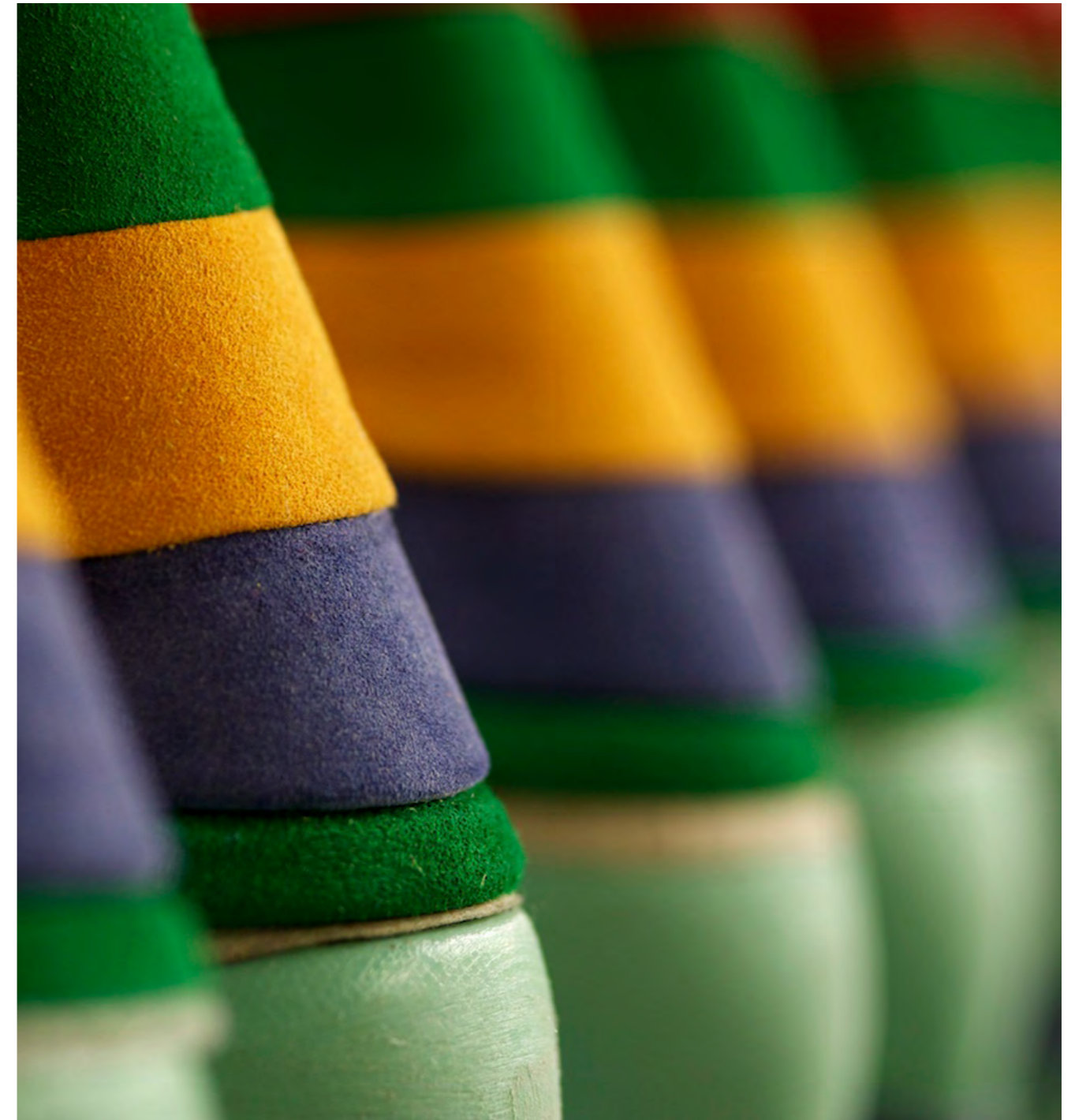
PROCUREMENT SOURCES AND STRATEGIES

! Suppliers to the Salvatore Ferragamo Group are required to provide for:

- The use solely of animals killed for food.


🔍 It is recommended that suppliers to the Salvatore Ferragamo Group commit to taking measures in connection with:

- Responsible management of farms so as not to have a negative impact on soil and biodiversity.



9. CALVES

The Salvatore Ferragamo Group requires suppliers to treat the calves from which leather is obtained in a responsible manner. Calves are treated separately from cattle, given the young age of the animals, less than one year of age.

 The Group requires that suppliers of these hides comply with applicable laws, conventions and regulations in order to guarantee the highest standards of animal welfare, thus avoiding practices that lead to suffering on the part of the species in question. Furthermore, the Group requires that no animal be raised solely and exclusively for its skin/coat. Finally, it requires that its suppliers take into consideration the calves' essential needs, thus ensuring that they grow properly.

Below are highlighted:

- the minimum requirements
- certifications, standards and collaborations
- procurement sources and strategies


identified by the Salvatore Ferragamo Group and addressed to its suppliers.

MINIMUM REQUIREMENTS


 The Salvatore Ferragamo Group requires from its suppliers:

- Respect for the *Five Freedoms*;
- Specification of the origin and type of the species in question;
- That endangered species are not supplied;
- Specification of how the animal was reared:
 - * *Feeding*: since it is a young animal, a calf needs milk, however it also needs a source of fibre so as not to develop disorders such as anaemia;
 - * *Living space*: when not free to move without restriction, the calf must be kept in a suitable space to ensure its full development and the company of the mother for as long as necessary;
 - * *The ability to move around freely* and to exercise its muscles;
 - * *Correct veterinary treatment* in the event of illnesses and treatments carried out more frequently than with adult cattle;
 - * *Transport conditions*: reduce transportation as much as possible and, if it is unavoidable, ensure complete safety;
 - * Method of *killing* the animal: make sure that it is killed in the least painful and quickest way possible;
 - * All animal rearing processes must be carried out by specialist personnel.


CERTIFICATIONS, STANDARDS AND COLLABORATIONS

 Paragraph 4 of this document contains information regarding the Certifications, Standards and Collaborations of a general nature whose application the Group promotes (LWG, ICEC).

PROCUREMENT SOURCES AND STRATEGIES

 Suppliers to the Salvatore Ferragamo Group are required to provide for:

- The use solely of animals killed for food.

 It is recommended that suppliers to the Salvatore Ferragamo Group commit to taking measures in connection with:

- Responsible management of farms so as not to have a negative impact on soil and biodiversity.

10. CONTACTS AND HOW TO REPORT VIOLATIONS

Any request for information in relation to this Policy, including its interpretation and application, should be addressed to the Group's representatives directly involved in the management of the existing commercial relationship.

To submit any report concerning an alleged and/or ascertained violation of the Policy, please contact the Group's Ethics Committee by e-mail at: ethics.committee@ferragamo.com.

The Group undertakes to treat any report received in the strictest confidence and with no reprisals of any kind, without prejudice to legal obligations.

11. GLOSSARY

SARCA

The *Southeast Asian Reptile Conservation Alliance* is an initiative that aims to develop a responsible and transparent reptile supply chain. Research, monitoring and development of appropriate "risk assessment" systems contribute to this by involving stakeholders, offering training and collecting data on the conditions of reptiles.

LEATHER WORKING GROUP

The *Leather Working Group* is a multi-stakeholder group that includes brands, manufacturing companies, suppliers, NGOs and final consumers. The purpose of the group is to ensure the sustainability of the tanning industry. The Group is of particular importance with regard to the certifying of farm conditions but also in contributing to the development of guidelines for the sector.

ICFA

The *International Crocodylian Farmers Association* aims to create standards to ensure the welfare of crocodiles and alligators on farms. The requirements laid down in the Standard cover the following areas: the well-being, health and safety of crocodiles, the responsible use of medicines, the traceability and integrity of the product, the organisation and competence of staff and the management of biodiversity and emergencies.

RESPONSIBLE WOOL STANDARD

The *Responsible Wool Standard* is a standard developed in collaboration with the Textile Exchange that aims to respect the Five Freedoms in sheep rearing and also ensures the proper management and safeguarding of the land. The wool produced by the certified farms is identified and traced.

ZQ MERINO

ZQ Merino concerns merino wool in particular and certifies the five areas, which cover: animal welfare, environmental sustainability, fibre quality, traceability of suppliers and the social responsibility of the breeders in the areas concerned.

SUSTAINABLE FIBRE ALLIANCE

The *Sustainable Fibre Alliance* is a non-profit organisation that addresses the cashmere production chain starting from shepherds through to the final consumer. The group's objectives relate to the recovery of the environmental conditions of the land where the animals are raised, the long-term well-being of shepherd communities and finally the assurance of ethical treatment of the animals.

12. ACCEPTANCE FORM

By signing this form, the addressee confirms that he/she:

- has received, studied and understood the provisions of the Policy;
- undertakes to comply with the Policy and applicable laws and regulations at a local, regional and national level in relation to the location of its operations;
- to inform his/her employees, suppliers, external collaborators and other persons belonging to the Group's supply chain about the contents of this Policy using all the means necessary;
- undertakes, in case of non-compliance, to take all the necessary actions to modify his/her activities and operations;
- undertakes to report to the Group any instance, alleged or ascertained, of the violation of this Policy using the contacts specified in paragraph 10.

Date (dd/mm/yyyy): __/__/____

Place: _____

Company Name (in upper case): _____

Name and position of the legal representative (in upper case): _____

Signature of the legal representative: _____

