

FERRAGAMO

GLOBAL RECRUITMENT POLICY

Approved by the Board of Directors of Salvatore Ferragamo S.p.A.
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1. OBJECTIVE AND SCOPE OF APPLICATION

At Ferragamo, our people are our most valuable asset.

This Global Recruitment Policy is designed to guide our hiring practices worldwide, ensuring that we attract and retain individuals who embody our Company values. Our goal is to build a diverse, inclusive, empowered and talented workforce that drives Ferragamo's continued success.

1.2 Recipients and Scope of Applications

This policy applies to all recruitment activities for internship, permanent, temporary, and contract positions across Ferragamo Group Companies' functions, including our stores. It is intended for use by all Ferragamo Group's employees involved in the hiring process.

2. CORE PRINCIPLES

Our recruitment process is guided by our People Values and principles, which are aligned with Ferragamo's mission and purpose:

- **Think Customer:** We place our customer first, always. We do our best to instill confidence in every relationship we create with our customers, to make them feel energized, valued and surprised.
- **Innovate smartly & sustainably:** We are agile and proactively embrace challenges to continuously improve. We always look for smart, sustainable and pragmatic solutions that benefit our customers, our people and our planet.
- **Own it:** We take pride in our work, and all play a part in our success. We always strive for excellence and take responsibility for our decisions. We act with integrity in everything we do.
- **Empower everyone:** We thrive on new ideas, diverse perspectives and embrace differences. We empower people to display their authentic identity at work, we celebrate diversity.
- **Win together with passion:** We think, create, share and succeed as one. We do everything with energy, dynamism and positivity. We are genuine and supportive of each other and the communities we live in. Collaboration is key.
- **Commitment to Excellence:** We seek individuals who are not only skilled and experienced but who also share our passion for excellence in every aspect of their work. We believe in hiring those who will contribute to Ferragamo's legacy of superior craftsmanship and innovation.

- Diversity, Equity, Inclusion and Belonging

Ferragamo is committed to promoting diversity, equity, inclusion and belonging in all aspects of our business, including recruitment. We believe that a diverse workforce is essential to driving creativity and innovation.

We value the unique perspectives and experiences that each employee brings and strive to create a culture where everyone feels respected and empowered.

Our recruitment practices are designed to be inclusive and to ensure that all candidates have an equal opportunity to succeed.

- **Integrity and Fairness:** Our recruitment process is conducted with integrity, transparency, and fairness. We are committed to equal opportunity and ensuring that all candidates are evaluated solely on their ability to contribute to Ferragamo's success.

- **Sustainability:** Ferragamo is dedicated to sustainability, and this extends to our recruitment practices. We seek to hire individuals who are aligned with our commitment to responsible and ethical practices that positively impact our communities and the environment.

3. RECRUITMENT PROCESS OVERVIEW

3.1 Workforce Planning

Workforce planning at Ferragamo is aligned with our strategic goals. We assess our talent needs regularly to ensure that our teams have the skills and capabilities required to maintain our competitive edge in the luxury fashion industry.

3.2 Sourcing Talent

We utilize a variety of channels to attract top talent, including our internal network, online platforms, partnerships with educational institutions, and recruitment agencies. Our global presence allows us to reach diverse candidate pools and attract individuals who are aligned with Ferragamo's values and vision.

3.3 Selection and Assessment

Our selection process is rigorous yet fair, designed to identify individuals who share our commitment to excellence.

We use a combination of interviews, assessments, and reference checks to ensure that candidates not only have the technical skills required but also fit with Ferragamo's culture, value and success enablers.

Interviewers use a Competency Based Interview to evaluate the candidate's professional skills and their fitting with our competences (Success Enablers).

During the recruitment and selection process, we are committed to:

- a) Apply no direct or indirect discrimination regarding gender, ethnicity, sexual orientation, disability, nationality, religious beliefs, or any other form of discrimination, whether in job advertisements or during interviews with candidates.
- b) Use inclusive images, phrases, and examples, avoiding stereotypical language and cultural references.
- c) Rely on valid, reliable, and impartial selection methodologies that consider specific individual needs.
- d) Avoid requesting non-job-related personal information during interviews for the role under consideration.
- e) Use neutral language and always specify that the offer is open to all genders.
- f) Promote principles of equality, inclusion, and diversity during interviews, as foundational values of Ferragamo.
- g) Ensure transparency throughout the recruitment process and confirm that no fees or payments of any kind are required from candidates at any stage of the application.

3.4 Offer and Onboarding

Offers are extended to candidates who demonstrate the potential to contribute meaningfully to Ferragamo's mission. Our onboarding process is designed to immerse new hires in our culture, ensuring they understand and embrace our values from day one.

3.5 Remuneration

Our total reward packaging is built to attract, promote and retain talents guaranteeing equity, fairness and competitiveness in coherence with a pay-for-performance culture.

4. DATA PRIVACY AND COMPLIANCE

Ferragamo is committed to protecting the privacy of all candidates and ensuring that our recruitment practices comply with all applicable local, national, and international laws. We handle all candidate data with the highest levels of confidentiality and care.

5. CONTINUOUS IMPROVEMENT

Ferragamo is dedicated to continuous improvement in all our practices, including recruitment. We regularly review and refine our processes to ensure they remain aligned with our business objectives, legal requirements, and best practices.

6. DISCIPLINARY MEASURES

Compliance with this Policy is an integral part of the contractual obligations of employees, contractors and all recipients in general. In the event of violations, Salvatore Ferragamo imposes disciplinary measures, varying according to severity and within the limits of the current legal framework.

7. CONTROLS

In line with international best practices and in full compliance with applicable regulations, Ferragamo has implemented a system of reporting aimed at preventing and countering unlawful conduct or conduct contrary to principles and rules prescribed in its organizational models, Code of Ethics and corporate policies, maintaining the confidentiality of reporters and all other protected parties, safeguarding them from the risks of possible retaliation, in full compliance with all applicable legal provisions.

The procedure can be accessed at the following link:

<https://group.ferragamo.com/en/governance/model+231+and+code+of+ethics>



