

# FERRAGAMO

## INCLUSION POLICY

Approved by the Board of Directors of Salvatore Ferragamo S.p.A.  
on November 14th, 2024



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## 1. PURPOSE

The Salvatore Ferragamo Group (hereinafter also the “Group” or “Ferragamo”) pursues a future in which diversity, equity, inclusion and a sense of belonging are increasingly rooted in the organization. Ferragamo's commitment to establishing new standards of excellence in cultivating and celebrating an inclusive and equitable environment for employees, customers and stakeholders is strong.

To promote diversity and inclusion, a cultural change path focused on diversity, equity, inclusion and sense of belonging was launched in 2020 (Diversity, Equity, Inclusion & Belonging - DEI&B). Through training courses and specific activities, Ferragamo aims to increase awareness of the value of diversity and inclusion in its business model. Furthermore, for several years Ferragamo has joined Valore D, an association committed to building a professional world without discrimination, in which gender equality and the culture of inclusion support the growth of the organization itself.

And it is precisely within these initiatives in the field of DEI&B that in 2023 Ferragamo drew up its first "Manifesto" and defined concrete objectives to evaluate progress in the ESG agenda.

The Group's commitment to the sustainability agenda is an integral part of management's short and long-term objectives. At Ferragamo, re-imagining the iconic Italian heritage for contemporary and sustainable luxury fashion is not just considered a goal for today, but a long-term commitment that defines what Ferragamo is and what it represents. For this reason, the values and economic growth objectives are also defined by consciously considering the environmental and social impacts, both positive and negative, of the Group's activities.

Achieving these objectives would not be possible without the people who every day, with passion and dedication, contribute to carrying forward the Group's activities, respecting the heritage and values that characterized, first and foremost, the Founder and his family.

For this reason, the Group attributes great importance to all people and is committed to guaranteeing the principles of correctness, integrity and respect, with the aim of enhancing and protecting them. At the same time, the Group is committed to respecting these essential and indispensable values, both in internal relations and in those with third parties.

This Inclusion Policy (hereinafter also the "Policy") intends to formalize the Group's commitment to promoting the values of diversity, equity, inclusion and belonging, supporting multiculturalism, promoting equality and equal opportunities, fighting all types of discrimination and firmly condemning all forms of harassment.

Furthermore, the Policy aims to promote meritocracy and fair treatment at all levels, facilitating the development, expression and enhancement of individual potential. In this sense, it sets out the principles which, in line with the declarations of the Code of Ethics and the Sustainability Policy, have always guided the Group in the transparent and responsible performance of its activities.

## 2. RECIPIENTS AND SCOPE OF APPLICATION

This Policy applies to Group employees, corporate bodies and independent collaborators who operate in the name and on behalf of the Salvatore Ferragamo Group companies.

### 2.1 Diversity within the Board of Directors of Salvatore Ferragamo S.p.A.

The Board of Directors of Salvatore Ferragamo S.p.A. (hereinafter also "Board of Directors") considers diversity, equity, inclusion and the sense of belonging to be the fundamental pillars of the Group's corporate culture.

In particular, enhancing diversity, inclusion and equality as key elements of the medium-long term sustainability of company activities is a reference paradigm for both the Group's employees and the members of Salvatore Ferragamo S.p.A.'s administrative body.

The Board of Directors is aware of the importance of integrating different managerial and professional profiles within it, taking into account the benefits of balanced gender representation, the presence of different age groups, seniority and expertise, even at an international level, and believes it is essential to adopt an approach that promotes the integration and adequate representation of different ethnic groups and nationalities, recognizing that combining complementary experience and skills is crucial for the good functioning of the administrative body.

## 3. OUR COMMITMENT

Through the DEI&B strategy, Ferragamo aims to promote a sense of belonging for everyone within the organization. Ferragamo cultivates a caring environment where people can bring their authentic selves to work, knowing that they will be supported and encouraged to grow both personally and professionally. Ferragamo believes in the power of bringing together different ideas and talents to find innovative solutions, stimulate creativity and promote a culture of excellence.

As a fashion and luxury goods company, Ferragamo recognizes its responsibility to uphold equity and fairness throughout its value chain, committing to ensuring that its products and services reflect the diversity of its customers, while promoting responsible sourcing and manufacturing practices. Ferragamo actively engages with its suppliers, partners and stakeholders to uphold ethical standards and contribute to the well-being of the communities in which it works.

In pursuing its vision, Ferragamo is aware that it is a journey, which requires constant learning, self-reflection and responsibility, committing to regularly evaluate progress, measure the impact of initiatives and make the necessary changes to promote a significant and lasting change.

In line with the provisions of the Universal Declaration of Human Rights and the ILO Conventions on discrimination, Ferragamo is committed to:

- support 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;
- ensure that all employees and independent contractors, both within the work environment and in interactions with third parties, act respectfully and fairly, with behavior that reflects inclusion and equality;
- promote equality at every organizational level, combating any type of discrimination based on age, ethnicity, nationality, political and commercial opinions, religious belief, sexual orientation, gender identity, physical or mental disability or any other personal characteristic;
- promote respect for equal opportunities and support gender balance, ensuring the same working conditions for employees of both sexes and facilitating the management of work-life balance;
- condemn and oppose any form of harassment, be it gender, physical, verbal or sexual;
- promote and encourage meritocracy and fair treatment at all professional levels, encouraging the development, expression and valorization of the potential of individuals.
- The Group is committed to pursuing these principles and requires compliance with them from all recipients, in all phases of the employment relationship, from the selection phase to the conclusion of the relationship.

#### 4. REPORTING OF VIOLATIONS AND 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.

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>.

#### 5. APPROVAL AND DISSEMINATION

Salvatore Ferragamo S.p.A. approves this Policy with resolution of the Board of Directors dated and promotes its adoption by all subsidiary companies as well as its dissemination to all recipients.



