

FERRAGAMO

SUSTAINABILITY POLICY

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

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1. COMMITMENT

"Creativity, innovation and excellent craftsmanship have been the core values of the Salvatore Ferragamo Group since it began and are tangible elements in the design and production of each and every one of its creations. The Group's deep ties to the local area, its culture and community have instilled in Salvatore Ferragamo an ever-greater awareness of the need for a sincere and significant commitment to protecting the places where it operates and the people who work for it, a commitment that goes beyond mere compliance with the provisions of national and international laws, standards and regulations".

This Policy establishes a framework of Guiding Principles on the social and environmental responsibility of the Salvatore Ferragamo Group (henceforth also "Group") to be adopted in its daily operations and reflected in the Group's Sustainability Plan available on the *Ferragamo Sustainability website*.

2. SCOPE AND RECIPIENTS

The objective of this Sustainability Policy is to establish an equity and professional-oriented corporate culture by promoting honesty, integrity, and transparency and by incentivizing sustainable development through dialogue on corporate ethics and increasing the responsibility of our stakeholders. The Policy Recipients are the corporate boards, employees, and any person operating in the name and on behalf of any company of the Salvatore Ferragamo Group.

The Policy refers to the Salvatore Ferragamo Group own operations and value chain, including the main stakeholders of the Group, Employees, Suppliers, Contract Manufacturers, Shareholders, Investors, and Distributors as internal stakeholders, and Final Customers, Trade Associations, Media and Influencers, NGOs, Local Communities, Regulatory and Governmental bodies, Public Administration, Schools, and Universities as external stakeholders.

3. GUIDING PRINCIPLES

The Salvatore Ferragamo Group is deeply committed to respecting human rights, in line with both international and national regulations, such as the **UN Guiding Principles on Business and Human Rights** and the **ILO Declaration on Fundamental Principles and Rights at Work**. The Group actively rejects all forms of child labour, forced labour, and discrimination based on characteristics like age, gender, race, nationality, religion, sexual orientation, or political affiliation.

3.1 PEOPLE AND PRINCIPLES

The Group's approach to **Human Capital Development** emphasizes the value of every individual within the organization. The Group invests in continuous professional growth through training, mentorship programs, and by fostering an inclusive and diverse work environment. The commitment extends throughout the supply chain, ensuring that all partners and suppliers also uphold these principles.

Health and Safety in the workplace is a top priority. The Group ensures compliance with the highest standards of occupational health and safety, regularly auditing work environments and providing training to mitigate risks. In addition, the Group promotes a **work-life balance**, implementing flexible working arrangements and well-being programs aimed at improving both physical and mental health.

Diversity and Inclusion initiatives are also central to the Group's mission, supporting a workforce that reflects different backgrounds, perspectives, and talents. These principles are not only applied internally but are encouraged across its supplier networks, promoting fair labour practices and equality throughout the value chain.

3.2 PROTECTING THE ENVIRONMENT

The Salvatore Ferragamo Group is dedicated to environmental stewardship through a proactive approach to climate change, biodiversity conservation, and resource management. The Group recognizes that reducing its environmental impact is crucial to long-term business sustainability and future generations.

Climate Change Mitigation and Adaptation

The Group actively works to reduce its carbon footprint through energy efficiency programs, the integration of renewable energy sources, and by continuously assessing and minimizing **greenhouse gas (GHG) emissions**. In line with the **Paris Agreement**, the Group has set ambitious goals for emissions reduction, aligning with **Science-Based Targets** to limit global warming to 1.5°C above pre-industrial levels. The Group also implements mitigation strategies across its supply chain, addressing climate-related risks such as increased energy costs and the impacts of extreme weather events. As part of its commitment to sustainability, the Group is dedicated to achieving **Net-Zero** by 2050, driving continuous innovation and enhancing collaboration with stakeholders to accelerate its transition.

Water, Waste, and Ecosystem Stewardship

The Salvatore Ferragamo Group is committed to comprehensive environmental management, integrating sustainable water use, waste reduction, and biodiversity conservation into its operations and supply chain. The Group actively monitors water consumption, ensuring responsible sourcing and preventing pollution through targeted measures that reduce the environmental impact of wastewater discharge. These efforts are aligned with circular economy principles, aiming to design out waste and extend the lifecycle of products.

At the same time, the Group recognizes the vital role biodiversity plays in maintaining ecosystems and supporting human well-being. It is dedicated to safeguarding terrestrial and marine ecosystems, with a focus on protecting areas rich in biodiversity. The use of certified, traceable, and responsibly sourced raw materials ensures these resources are sourced from environmentally responsible supply chains.

Materials Traceability and Sustainable Sourcing

The Group values transparency and traceability of natural materials at every stage of the supply chain, ensuring the highest standards of responsible production for its customers. The emphasis on sustainable sourcing extends to a reduction in the use of harmful chemicals, as the Group adopts strict guidelines to limit the environmental impact of its production processes. By shifting to alternative materials such as **recycled** and **biodegradable** products, the Group seeks to lower its reliance on non-renewable resources.

Should any emergency situations arise, the Group is fully committed to responding promptly and efficiently, taking swift action to address the situation with care and attention.

3.3 CULTURE AND PARTICIPATION

The Salvatore Ferragamo Group values its role as a cultural ambassador, particularly in promoting **Italian artisanal craftsmanship** and supporting creative industries globally. Beyond economic and environmental commitments, the Group focuses on fostering a culture of sustainability both internally and externally, actively encouraging its stakeholders to engage in responsible and ethical practices.

Made in Italy and Traditional Craftsmanship

The Group is dedicated to preserving Italy's rich tradition of craftsmanship, promoting high-quality artisanal work that reflects its heritage. It works closely with local artisans to enhance their skills and safeguard their traditions, ensuring the transmission of these skills to future generations. By doing so, Ferragamo supports not only the cultural but also the socio-economic fabric of local communities.

Community Engagement and Social Responsibility

The Group is committed to enhancing the well-being of the communities where it operates. Its **Charity Policy** is focused on supporting initiatives aimed at improving the lives of women, children, and vulnerable populations. The Group engages in projects that foster social inclusion, support local economies, and improve the overall quality of life within these communities. Additionally, partnerships with NGOs, local governments, and other organizations help create positive social impact and advance sustainable development goals.

As part of its commitment to the arts, the Group sponsors a wide range of cultural initiatives, including **art, cinema, music, and fashion events**. These initiatives not only promote Italy's creative industries but also reflect the Group's broader mission of contributing to society's cultural enrichment.

Stakeholder Engagement and Transparency

Open communication with stakeholders is central to the Group's approach to sustainability. The Group encourages **active participation** from both internal and external stakeholders, fostering an inclusive dialogue on ethical and sustainable business practices. Through transparent reporting and regular updates on its sustainability goals, the Group ensures that all stakeholders are informed and aligned with its sustainability objectives.

4. IMPLEMENTATION

The implementation of this Policy is mandatory for the whole Salvatore Ferragamo Group.

The Sustainability Function is responsible for overseeing the policy and coordinating sustainability projects.

The President and the Control and Risks Committee ensure the cross-sectional implementation of this Policy, aiming to fully integrate sustainability into the Group's business strategies.

The Group commits to maintaining transparent communication with stakeholders, increasing engagement in sustainability, and ensuring uniform application of the Policy.

5. REFERENCES

This Policy has been prepared in accordance with the principles and rules outlined in the Group's Code of Ethics and the Framework of Sustainable Development Goals (SDGs) set forth by the United Nations, which have been adopted by the Group in its Sustainability Plan.

