

# FERRAGAMO

## MODERN SLAVERY STATEMENT

APPROVED BY THE BOARD OF DIRECTORS OF SALVATORE FERRAGAMO S.P.A.  
ON JULY 31, 2025

This document was approved by the Board of Directors of Salvatore Ferragamo S.p.A. (hereinafter, the “Company”) on July 31, 2025 and describes the measures taken by the Salvatore Ferragamo Group (hereinafter the “Group” or “Salvatore Ferragamo”) to address the risk of modern slavery, forced labour and human trafficking within its organization and along its supply chain, as required by Section 54 of the UK Modern Slavery Act 2015, the California Transparency in Supply Chains Act of 2010 - Cal. Civ. Code § 1714.43 (SB 657), the Australian Modern Slavery Act 2018 and the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023.

This statement takes into account the OECD Guidelines for Multinational Enterprises, in particular Chapter IV, refers to the fiscal year ended December 31, 2024, and is applicable to all legal entities belonging to the Group.

**INTRODUCTION**

From its inception, creativity, innovation, and world-class craftsmanship have always been the core values of Salvatore Ferragamo, guiding the design and production of any creation. Over the years, the deep connection with the local community and its culture has made the Group increasingly aware of the need for a strong commitment to protect the places where it operates and the people that work for the Group.

**THE SALVATORE FERRAGAMO GROUP**

The Group is active in the creation, production, and sale of luxury goods, including footwear, leather goods, clothing, silk products, jewelry, and other accessories. The product range also includes perfumes, eyewear and watches, manufactured under license by third parties. The offering stands out for its exclusivity, achieved by combining creative and innovative style with the quality and craftsmanship typical of Made in Italy manufacturing.

The Group is present in over 90 countries worldwide, directly through subsidiaries in 26 countries, and sells its products mainly through a network of directly operated stores and third-party-operated single-brand stores, complemented by a qualified presence in department stores and multi-brand specialty stores, as well as through its e-commerce channel.

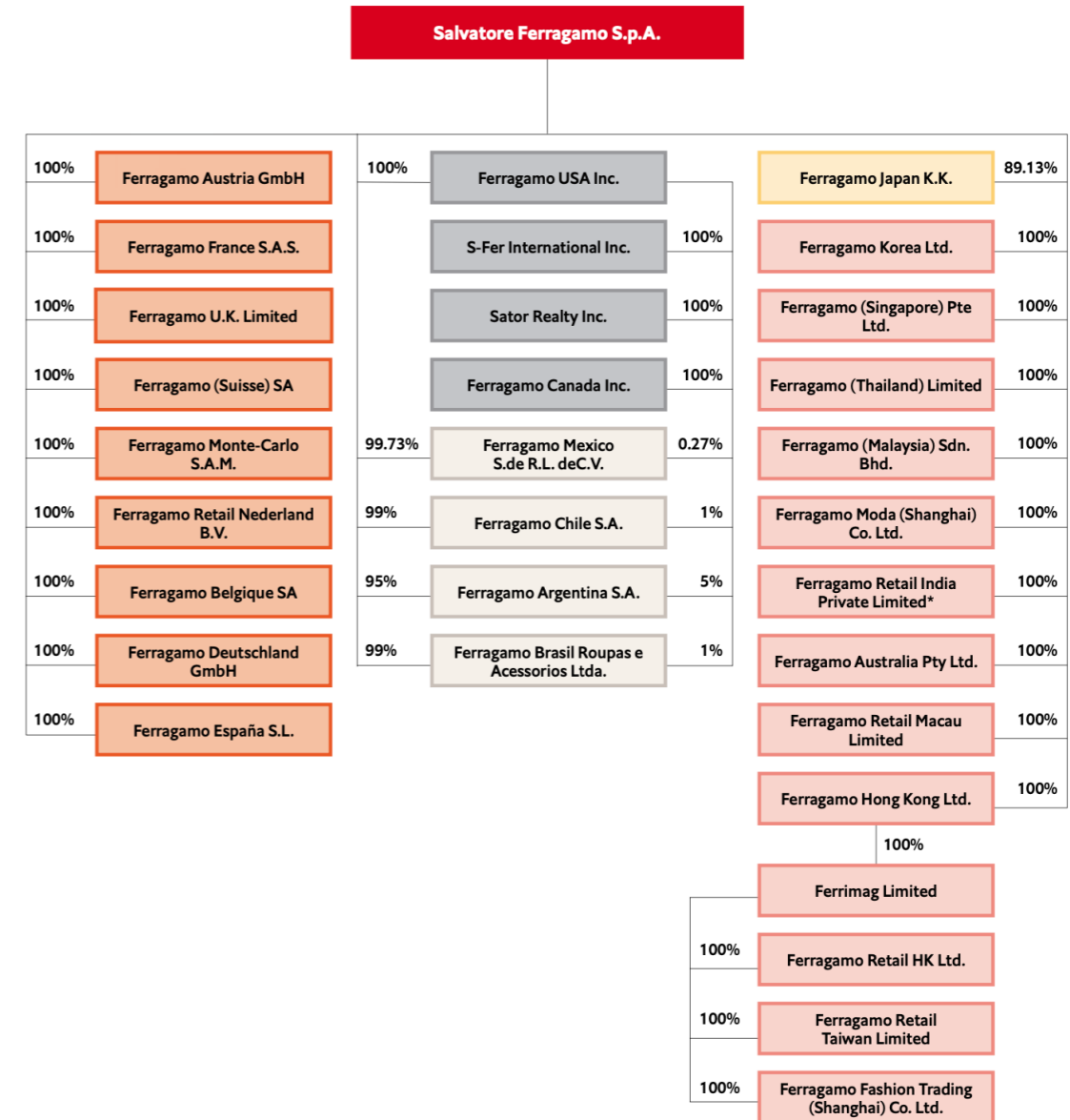
The Group’s activities also include licensing the use of the Ferragamo trademark and real estate management.

The Group includes Salvatore Ferragamo S.p.A. as the parent company, and its subsidiaries, which are located in the following five geographic areas: Europe, North America, Central and South America, Asia Pacific and Japan.

As at 31 December 2024, the Group’s distribution network could rely on 367 directly operated stores, a network of tailored single brand stores, and/or stores-in-stores managed by third parties, as well as a multi-brand channel (taken as a whole, the so-called wholesale channel).

As at 31 December 2024, the Group had 3,585 employees, of which 93% were on permanent contracts. In 2024, there were 177 non-employees - interns, external consultants and agency staff - within the Group, of whom 39 were self-employed and 138 were engaged in the Group’s primary activities.

**GROUP STRUCTURE**



**Notes**

- European companies
- North America companies
- Centre an South America companies
- Asia Pacific companies
- Japanies companies
- \* Non operating company

**EMPLOYEES**

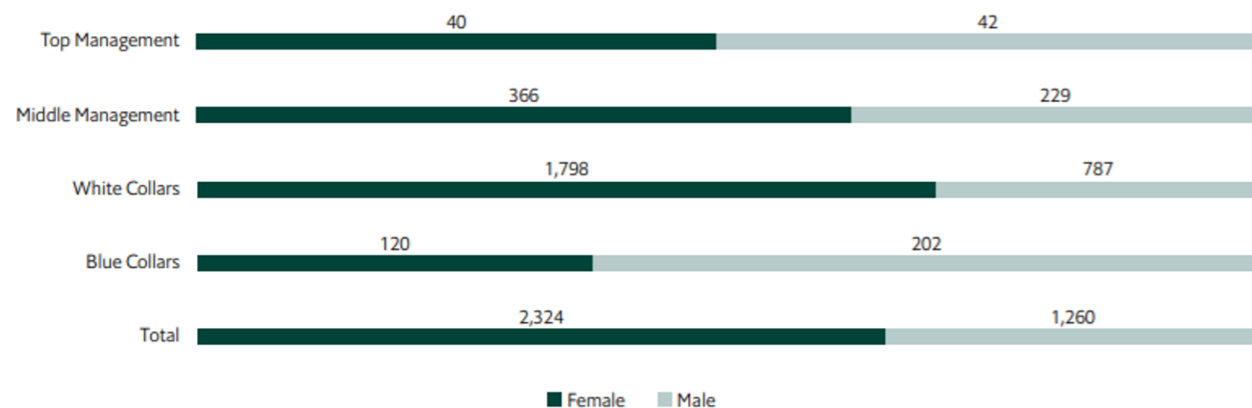
For the Group, its people have always been of great importance, guaranteeing management based on the principles of fairness, integrity and respect. The Group’s commitment translates into the professional development of its people, the attraction of new talent, and the promotion of work-life balance, guaranteeing compliance with occupational health and safety standards. For further information on the main corporate welfare initiatives adopted, please refer to the Consolidated Sustainability Report prepared in accordance with Italian Legislative Decree No. 125 of September 6, 2024, implementing Directive 2022/2464/EU, included in the 2024 Annual Financial Report, available on the Group’s website (<https://group.ferragamo.com/en>), in the Investor Relations / Financial Documents 2024 section (hereinafter also referred to as the “**Sustainability Report**”).

In 2020, the Group embarked on a cultural change process aimed at raising awareness of the impact of diversity, equity, and inclusion in business. During 2024, the Group strengthened its global strategy on Diversity, Equity, Inclusion & Belonging (DEI&B), updating its corporate policy, which was approved by the Company’s Board of Directors on November 14, 2024. This step demonstrates a concrete commitment to integrating DEI&B principles into the business strategy and promoting an organizational culture based on listening, open dialogue, and valuing individual uniqueness. Special emphasis is placed also on providing equal opportunities, ensuring the same work conditions for all genders and promoting initiatives to help balance family and professional life through different types of employment agreements. Specifically, as at 31 December 2024, there were 72 male employees and 258 female employees who were on part-time contracts. Women have always held a key role in the Group, representing approximately 65% of its employees and holding over 61% of senior management positions. Women make up a significant 40% of the Company’s Board of Directors, above and beyond the minimum required by applicable laws. Since 2020, the Company has joined Valore D, the first business association in Italy committed to creating a professional world free of discrimination, where gender equality and a culture of inclusion support the growth of the organization.

The Group’s employees as at 31 December 2024 and 31 December 2023 are shown below.

	2024					2023				
	Female	Male	Other	Not reported	Total	Female	Male	Other	Not reported	Total
Total employees	2,324	1,260	0	1	3,585	2,388	1,289	0	0	3,677
Permanent employees	2,155	1,174	0	0	3,329	2,254	1,208	0	0	3,462
Temporary employees	161	85	0	1	247	104	68	0	0	172
Non-guaranteed hours employees	8	1	0	0	9	13	30	0	0	43

**Breakdown of the workforce by professional category and gender**



Additional information on employees is available in the Sustainability Report, included in the 2024 Annual Financial Report, available on the Group’s website ([group.ferragamo.com](http://group.ferragamo.com)), in the Investor Relations / Financial Documents 2024 section.

**THE SUPPLY CHAIN**

The success of the Group is based on pursuing a value creation strategy over time, centered on monitoring the value chain through the adoption of a shared Group organizational model for the various product categories. While respecting the values of quality and Made in Italy, the Group has always been committed to supporting the development of local communities, promoting Italy’s world-class manufacturers and carefully purchasing products and services almost exclusively from Tier 1 and Tier 2 Italian suppliers. The philosophy of the founder, who remained deeply connected to his roots, still lives on in the strategy of the Group, which relies on a wide network of carefully selected and qualified contract manufacturers known for their outstanding craftsmanship. Many of them have been working with Salvatore Ferragamo for several years now.

Among Tier 1 suppliers, 97 provide processing services and supply finished products, while 277 supply raw materials and components. Tier 2 suppliers include around 356 subcontractors for processing services and the supply of finished products, and 361 subcontractors for raw materials and components.

In order to deliver a quality product while making production and distribution cycles more efficient and flexible, the Group pays special attention to the key stages of the supply chain, limiting subcontracting to only one tier in order to better monitor quality throughout the supply chain. Similarly, the Group directly manages the product development and industrialization stages, performing quality and safety controls, both upstream and downstream of the manufacturing process, on the whole production. The distribution system to the customer is managed through a network of single-brand directly operated stores, a network of single-brand third-party operated stores and a multi-brand channel (wholesale).

The Group relies on a procurement structure with a high level of technical preparation. Indeed, it only works with highly specialized manufacturing companies with high quality standards. Selecting and keeping the right suppliers is key for the brand, mainly to keep the high quality of its products and protect the huge amount of know-how it’s built up over the years.

Approximately 97% of supplier turnover in 2024 came from Italian suppliers. In particular, Tuscan suppliers accounted for 52.4% of finished product manufacturing turnover, while suppliers from Campania accounted for 24.7%; the remainder is distributed among other Italian regions. The approximately remaining 3% of suppliers are located in France, Germany, UK, Japan, Spain, Portugal and Mexico.

The loyalty of external production facilities has historically been guaranteed by ongoing collaboration, a high level of information and skills exchange between the Group and its suppliers, and a high degree of product and process specialization. This integration is supported by an IT system that connects the main laboratories with the Group, allowing the sharing of production and logistics progress, the verification of raw material availability at the workers’ warehouses, and the optimal planning of the various stages of production and procurement of raw materials and components.

In particular, the Company deemed it appropriate to undertake various strategic and operational initiatives aimed at strengthening supply chain compliance management and implementing a special “self-cleaning” project aimed at analyzing the Company’s contractual relationships with its suppliers (known as “Tiers 1” or ‘T1’) and verifying and controlling the entire production chain, including second-tier suppliers (known as “Tiers 2” or “T2”). This was accompanied by a comprehensive rethinking of Company procedures regarding supplier onboarding.

These activities were carried out with the support of a multidisciplinary team composed of both the relevant internal company departments (Finance, Operations, Sustainability, HR, Internal Audit, and Legal) and a team of legal experts specializing in labor law, criminal law, civil law, and tax law, with consolidated experience in supply chain management, who also reorganized and better regulated the activities carried out by the primary companies that perform the audits.

In order to define the most effective strategies and identify the best actions to take with regard to suppliers and subcontractors, an ad hoc committee (known as the Supply Chain Steering Committee) was set up, composed of the heads of the main company departments involved (Operations, Sustainability, HR, Internal Audit, and Legal).

This committee meets weekly and supervises and monitors the first- and second-tier supply chain.

In particular, the Steering Committee, with the support of legal advisors and leading companies specializing in on-site audits, has first of all set up a plan of extraordinary audit and controls on the supply chain, aimed at identifying any critical issues so that they can be promptly remedied through appropriate remedial and self-cleaning measures. These audits and controls are discussed more specifically in the Risk Assessment and Due Diligence section below.

Additional information on the supply chain is available in the Sustainability Report, which is available on the Group's website ([group.ferragamo.com](http://group.ferragamo.com)), in the Investor Relations / Financial Documents 2024 section and on the Group Sustainability's website, in the Value Chain Section.

<https://sustainability.ferragamo.com/en/value-chain>.

## POLICIES

Corporate ethics are a top priority for Salvatore Ferragamo in its business dynamics and demands. They convey a message of loyalty, fairness and respect throughout the entire Group, and constitute a reference point in its business environment. The Company cultivates and fosters continuous, direct lines of communication with its subsidiaries, which creates a shared culture of ethical business principles on which the businesses are based upon.

In a framework which seeks to integrate social responsibility in daily business operations, the Group considers the collaboration with the supply chain as central in an effort to achieve the highest ethical and sustainable business development standards.

The Group is committed to guaranteeing respect for human rights for all workers, both within the Group and in its supply chain, and it has implemented several policies and procedures to ensure their respect and implementation.

- The **Code of Ethics** sets forth the ethical principles and general guidelines that, along with legal, regulatory and contractual rules, characterize the organization and activities of the Group. The Code of Ethics applies to the Group's corporate boards, employees, legal representatives and independent contractors who, for any reason and regardless of the type of contractual relationship, operate in the name of and on behalf of Group Companies. The Company requires compliance with the Code of Ethics by certain third parties (business partners, customers, suppliers, professionals, consultants and other types of external parties) with which it enters into business dealings or transactions. Disciplinary measures, varying according to the severity and within the limits of the current regulatory framework, are applicable by the Company in the event of any breaches. In particular, failure by external parties to comply with the Code of Ethics may result in the termination of the contract, engagement or general relationship in effect with the Company, as well as claims

for damages if the conditions are present. The Code of Ethics was last updated on March 6, 2024, to bring its contents into line with the revision of the Organizational, Management and Control Model adopted by the Company pursuant to Legislative Decree 231/2001 on the same date, and is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).

- The **Supplier Code of Conduct** (the "**Code**") sets forth the ethical principles and rules of conduct that must characterize the commercial relations between the Group and its partners. It was last updated in May 2021. The Code includes rules and standards of conduct concerning business ethics and integrity, labour and human rights, the respect of ecosystems, including respect of animals and environmental protection, and product responsibility. Tier 1 suppliers of the Group are required to guarantee their compliance with the Code, disseminate it and require its respect by their employees, suppliers, external collaborators and others belonging to the supply chain for the Group.

The Code requires suppliers to comply with all laws and regulations applicable in the countries in which they operate - including relating to human rights, child labour, force and compulsory labour. Penalties for non-compliance by Tier 1 suppliers with the Code, along with the Code of Ethics, are identified in the Code and the Code of Ethics, and, as set forth above vary, including according to severity and based on the regulatory framework.

This certification that the Group requires its Tier 1 suppliers to provide (through signing of Acceptance Form attached at the end of the Code or a specific contractual clause), is required to be signed by each Tier 1 supplier during the onboarding procedure, i.e. before engaging in any commercial relationship with the Company. Moreover, the Group has set up specific channels for sending reports regarding alleged or ascertained violations of its provisions to the Group's Ethics Committee. The Supplier Code of Conduct is available in the Governance section of the [group.ferragamo.com](http://group.ferragamo.com) site at this [link](#).

- The **Sustainability Policy** defines a set of guiding principles aimed at ensuring responsible management of social and environmental issues in the context of the Group's daily activities. The contents of the Sustainability Policy refer to the impacts, risks, and opportunities identified during the double materiality process carried out in 2024. The objective of the Sustainability Policy is to promote a corporate culture based on fairness, professionalism, honesty, integrity, and transparency. It promotes sustainable development by stimulating ethical dialogue and increasing responsibility towards all stakeholders. The fundamental principles that comprise it are divided into three thematic areas: people and values, environmental protection, and culture and participation. The Sustainability Policy applies not only to internal operations, but also to the Group's value chain and to its main stakeholders, both internal and external. Internal stakeholders include employees, suppliers, contract manufacturers, shareholders, investors, and distributors, while external stakeholders include end customers, trade associations, the media, influencers, NGOs, local communities, regulatory bodies, public administration, schools, and universities. To ensure the effectiveness of these actions, the Chairman and the Control and Risks Committee are responsible for the cross-functional implementation of the Sustainability Policy, ensuring that sustainability is fully integrated into the Group's business strategies. The Sustainability Policy has been developed in line with the United Nations Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, in order to align the Group's commitment with international best practices. The Sustainability Policy is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).

- The **Inclusion Policy**, formally adopted in 2019, aims to support multiculturalism and to promote equality and equal opportunities, combating all types of discrimination and condemning any form of harassment. In addition, the Inclusion Policy aims to promote meritocracy and fair treatment at all levels, encouraging the development, expression and enhancement of the potential of individuals. The Inclusion Policy was updated in 2024 and approved by the Company's Board of Directors on November 14, 2024, and is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).

- The Company has obtained the internationally recognized **Certification SA8000** for social accountability. SA8000 is a global standard that accounts for business ethics and responsible labour relations, with specific requirements on refusing the use of child labour and the use of forced and compulsory labour. A committee, called the Social Performance Team, was set up to oversee the implementation and correct application of the SA8000 Standard, and is composed of a balanced number of representatives of workers and management. The SA800 Policy is available in the Governance section of the [group.ferragamo.com](http://group.ferragamo.com) site at this [link](#).
- The **Policy for Combating Child Labour**, which aims to formalize the Company's commitment in this area and prevent minors from being exposed to situations that may be risky or harmful for their development and physical and mental health. The Policy for combating child labour is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).
- The **Organizational, Management and Control Model**, which the Company adopted pursuant to Italian Legislative Decree 231/2001 in order to ensure adequate prevention of the commission of the offences referred to in Legislative Decree 231/2001, which introduced the principle of administrative liability of entities for certain offences committed in the interest or to the advantage of the company itself, by its representatives or employees in senior positions or subject to the management or supervision of the latter. Model 231 consists of: i) two special parts describing, respectively, the general principles of conduct applicable to all areas at risk of crime, the company structures operating therein and the related sensitive activities, the crimes that could theoretically be committed and the preventive control principles in place to mitigate risks; ii) two annexes, the first of which provides some examples of how the offences referred to in Legislative Decree 231/2001 may be committed, while the second annex identifies the information which flows to the Supervisory Body, a body with independent powers of initiative and control, responsible for supervising the functioning and observance of the Model and for updating it. The Organizational, Management and Control Model was last updated on December 19, 2024, to reflect certain legislative changes and to acknowledge the most recent safeguards implemented by the Company in relation to certain areas at risk of crime. The General Part is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).
- The **Group Whistleblowing Policy** sets out the Group's whistleblowing system, which was adopted by the Group in 2016 to strengthen the internal control system and was last updated by board resolution on December 20, 2023, to bring it in line with the provisions of Legislative Decree No. 24 of March 10, 2023, implementing Directive (EU) 2019/1937 on the protection of persons who report illegal conduct that violates European and national provisions, based on reasonable grounds and detrimental to the public interest or the integrity of the entity to which they belong, which they have become aware of in a work context. The Board of Directors has appointed the Company's Ethics Committee as the independent internal office dedicated to receiving and managing reports submitted through the whistleblowing channel, composed of the Internal Audit Director, the Chief People Officer, the General Counsel, and the Chief Transformation & Sustainability Officer. For more information, please refer to the Group Whistleblowing Policy, which is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) available at this [link](#).  
Moreover the Group directly refers, among other things, to the values set out in the aforementioned documents and, indirectly, to the actions taken to implement them, including through the Responsible Sourcing Commitment, which is available in the Governance section of the Group's website ([group.ferragamo.com](http://group.ferragamo.com)) at this [link](#).

Finally, the Company is a signatory to the **United Nations Global Compact**, the world's largest corporate sustainability initiative, offering a universal language for corporate responsibility and supporting organizations in making responsible strategic decisions to promote internationally shared corporate goals. Participation in the Global Compact includes a commitment to comply with the provision of the ILO, concerning abolition

of forced and child labour. Information about the participation of the Group is available on the U.N. Global Compact's site.

## RISK ASSESSMENT E DUE DILIGENCE

The Company recognizes the importance of protecting human rights within its organization and throughout its supply chain and is actively committed to preventing any form of violation, including instances of discrimination and harassment.

The Group monitors risks related to violations of labour regulations, with particular attention to the supply chain and procurement model, in order to ensure high ethical standards and sustainable development.

In order to adapt the Group's strategy to address modern slavery risks, the Group has identified the following potential negative impacts on human rights given the industry and geographies in which it operates:

- Inadequate working conditions and wages along the supply chain, in particular for the workers not directly employed by the Group;
- Violations of human rights along the value chain (for example the right to freedom of association and collective bargaining, child labour, forced or compulsory labour);
- Insufficient measures to prevent discrimination or violence along the value chain; and
- Non-compliance with applicable laws and regulations and voluntary social and governance codes along the supply chain.

The risk assessment analysis of potential human rights violations carried out by the Group confirmed a non-significant profile on the part of direct suppliers of services and production processes and diversified levels of risk on the part of subcontractors. Some stages of the finished product manufacturing process, in particular, are potentially characterized by higher risk profiles, for which the Group focuses its monitoring and prevention processes to mitigate such risks throughout the entire supply chain.

In order to monitor compliance with ethical and social standards throughout its supply chain, the Group conducts regular audits – either announced and unannounced, both through its personnel and by means of third independent auditor companies – of its direct suppliers and subcontractors, verifying their effective compliance with the principles set out in the Supplier Code of Conduct. Particularly, assessment is made of risks with respect to human rights, child labor, forced and compulsory labor, non-discrimination, freedom of association and collective bargaining, occupational health and safety, working time, remuneration and regularity of working conditions and applied disciplinary practices, non-discrimination, freedom of association and collective bargaining, occupational health and safety, working time, remuneration and regularity of working conditions and applied disciplinary practices. To this end, a risk-based approach is adopted in prioritizing audits based on criteria that take into account the level of potential risk (e.g. taking into account the following audit criteria: supply typology; orders' amount in relation to supplier's total turnover; audits performed or to be performed; number of employees; relationship start date; geographical area meaning that the risk assessment is based on the percentage of irregularities found in inspections carried out by the labor inspectorate).

Monitoring activities for compliance with the Code are carried out in accordance with the main standards for ethical and social audits, with the support of specialized companies, and include both desktop audits and on-site visits to suppliers' production sites. Such specialized companies are independent consulting firms selected following a competitive tender process involving leading companies in the sector. During these activities, the Group also verifies that the Code has been shared with employees by supplier companies, ensuring that the principles and rules of conduct have been effectively communicated throughout the supply chain and that workers are aware of the existence of dedicated structures and processes for reporting any critical issues or needs and receiving assistance. In the event of non-compliance with the provisions of the Code, the non-compliant parties are required to take the necessary actions to bring their activities and operations in line in order to remove, prevent

or mitigate the non-compliance found. The plan provides for specific actions to be implemented within agreed deadlines or suggestions for improvement activities. The activity is monitored through follow-up with suppliers to ensure the effective implementation of the requests necessary to ensure compliance. In the event of serious or repeated violations of the Code, failure to implement the agreed improvement plan, or failure to cooperate during monitoring activities, the Group reserves the right to terminate its business relationship with the suppliers involved.

During 2024, 200 audits were carried out on both Tier 1 and Tier 2 suppliers. In the first instance, 56 non-compliances were identified. These were followed up – 5 on-site and 51 remotely – to verify their resolution. The most significant critical issues that emerged in 2024 related to compliance with the standards provided for by applicable regulations on health, safety, and hygiene in the workplace and, to a lesser extent, environmental and integrity issues and compliance with labour conditions and contracts. In 19 cases, significant or repeated violations of the Code by subcontractors led to termination of the business relations with direct suppliers.

Collaboration with the supply chain is considered essential to achieving high ethical standards and sustainable business development. For this reason, the Group continues to promote awareness-raising and monitoring initiatives throughout the production chain to ensure that the procurement model is appropriate and in line with its values. The operational responsibility for ensuring that monitoring, awareness-raising and auditing activities are effective and consistent with company objectives is entrusted to the Operations Function, which reports to the Chief Operating Officer.

In 2024, no reports or complaints were received by third parties with reference to issues related to human rights or violations of the Supplier Code of Conduct. In no case have critical issues been identified that present real or potential risks related to respect for human rights (e.g. child labour, forced labour, freedom of association and collective bargaining).

**PERFORMANCE INDICATORS (KPI)**

The Group monitors the effectiveness of actions and measures in place for ethical and responsible business conduct, including measures taken to mitigate modern slavery risks. In particular, the Group has defined internal KPIs to monitor how the business is exposed to the risk of modern slavery (whistleblowing reports) and to measure the performance of anti-slavery actions undertaken (number and results of audits conducted on suppliers, follow-up activities carried out to verify the removal of non-conformities found and number of training activities performed).

In 2024, a data collection activity was launched with the Group’s Tier 1 suppliers both in terms of social data and data related to energy and water consumption, as well as the traceability of their raw materials. The initiative aims to collect detailed information on the consumption of energy, water and chemical substances, as well as on social indicators, in order to deepen the knowledge of the impact of the supply chain and the collection of information relating to the origin of the raw materials used by the Group. Suppliers were involved both directly and through specialized data collection companies, with specific training courses organized to illustrate the use of the dedicated platforms and ensure the correct acquisition of the information required. The activities include the annual involvement of suppliers to contribute to the data collection, while the monitoring activities are continuous to ensure constant control of compliance with the standards. The management of this process is entrusted to the Sustainability Function, which operates under the direction of the Chief Transformation & Sustainability Officer (as at today, Chief Product Officer), ensuring continuous alignment with the Group’s strategic sustainability goals.

**TRAINING**

The Group is committed to both raising awareness and maintaining open and clear communication and training within the organization, with respect to ethical principles and policies for the respect of human rights and labour standards, and the prevention of modern slavery.

The Company also provides training with respect to its Supplier Code of Conduct, as well as support to achieve full compliance with the principles and provisions contained therein, including prevention of modern slavery along the entire supply chain. In particular, in 2024, training workshops were held for the main suppliers of finished products and third-party workers (who together cover more than 70% of Ferragamo products).

During 2024, over 105,000 hours of training were provided across the Group, covering topics such as soft skills development, the use of IT tools, languages, and specialist training including with respect to health and safety. Employees benefit from training programs tailored to their job profiles and risk levels and receive general training on workplace safety in line with legal requirements. Those in higher risk categories, such as warehouse, modeling, handling, and logistics department employees, receive additional training on the use of machinery, chemicals, and specific equipment.

2024	Number of training hours					Average training hours				
	Female	Male	Other	Not reported	Total	Female	Male	Other	Not reported	Total
Top Management	414	502	0	0	916	10	12	0	0	11
Middle Management	11,523	5,260	0	0	16,783	31	23	0	0	28
White Collar	61,607	23,560	29	0	85,197	34	30	0	0	33
Blue Collar	940	1,869	0	0	2,809	8	9	0	0	9
<b>Total</b>	<b>74,485</b>	<b>31,190</b>	<b>29</b>	<b>0</b>	<b>105,705</b>	<b>32</b>	<b>25</b>	<b>0</b>	<b>0</b>	<b>29</b>

Furthermore, in 2024, when the relevant policies were updated, a training course called “Compliance Digital Pathway” was created with the aim of promoting the contents of the policies on Whistleblowing, Anti-Corruption, Cybersecurity, as well as the Code of Ethics and the Company Organization, Management, and Control Model to the entire company population. This training is available in nine languages through a dedicated e-learning platform and has also been integrated into the onboarding process, making it accessible to all new hires.

In the area of health and safety, in 2024, 4,007 hours of training on safety, first aid, and fire prevention were provided in Italy, which also involved retail staff.

**LOOKING AHEAD**

For the Group, ethics are not only central to the setting of the Group’s goals, but they are also a critical tool for planning the Group’s future activities, in our commitment to pursue value creation for the years to come and for the new generations.

It is, for us, essential that the integrity of the business and the respect of human rights remain priorities in the definition of objectives along the entire supply chain, and that the Group remains committed to working proactively to encourage the fight against modern slavery by reviewing its activities, operations and procurement procedures year-on-year.

Recognizing the importance of carefully monitoring its production chain, during 2025, the Group will commit to continuing and increasing the auditing activity, supplier qualification compliance and strengthening other control measures, ensuring responsible management of its supply chain in compliance with current regulations in force.

## **APPROVAL**

This Statement sets out the activities that the Group has undertaken in the financial year 2024 to prevent modern slavery in our business operations and supply chain.

The Boards of Directors of the following companies have approved this Statement:

- Salvatore Ferragamo S.p.A.
- Ferragamo U.K. Limited
- Ferragamo Australia Pty Ltd
- Ferragamo USA Inc.
- Ferragamo Canada Inc.

These companies delegated authority to Marcello Marzo to sign this statement on their behalf.

Marcello Marzo

*Group General Counsel and Secretary of the Board of Directors of Salvatore Ferragamo S.p.A.*

July 31, 2025

