

## Slavery and Human Trafficking Statement

The Company is the ultimate parent company of Ferrari Group and coordinates a network of 80 offices in 50 countries, with over 1200 employees. Ferrari Group specializes in the worldwide shipment of jewellery and luxury goods, providing one stop solutions for the logistics management of high-value merchandise.

The Company is aware of its responsibility towards clients, stakeholders and employees as well as the community where it operates. To fulfil its purpose and to make a positive contribution to the society, Ferrari Group complies with a series of high standards and ethic value when it conducts business.

Ferrari is committed to improving its practices to combat slavery and human trafficking and make sure that there is no slavery in any part of our business or in our supply chain and in general takes all reasonable efforts to ensure that modern slavery does not take place in any business or organization having relationship with Ferrari.

Ferrari Group has implemented the Code of Ethic to address, among the other things, respect for the basic human rights of employees and, in particular to:

- respect the personal dignity, privacy and rights of each individual;
- refuse to employ or make anyone work against his will;
- refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination;
- prohibit child labour.

The Company has zero tolerance to slavery and human trafficking. The Company uses reasonable efforts to promote among the group and its suppliers compliance with such principles and to implement appropriate internal procedures and controls to improve and maintain compliance for each of the above goals; for these purposes the Company has also implemented an ad hoc Anti-Slavery Policy. All new customers and suppliers are checked locally or – where appropriate - globally to make sure that they have never engaged in any criminal activity or otherwise involving modern slavery or human trafficking and that they do not have bad publicity in this respect.

Each year the Company considers any matters raised under the whistleblowing process across its business units and both internal and in the outsourced service providers. No instances of modern slavery, or any other incidents of whistleblowing, were reported in 2022 or indeed the period in 2023 leading up to the date of this statement.

### COVID-19

The wellbeing of the employees remains paramount and the Company continues to take a sensible and proportionate response to risk in line with current guidance. The management has met regularly to assess the latest government advice and updates have been issued to every employee.

During 2022, as in 2021 and 2020, the Company has adopted the following principles in its approach to managing any health related risk, especially the risk of COVID-19, within the organisation and with its suppliers and stakeholders:

#### *The health and safety of workers*

The Company has been implementing health and safety measures throughout the organization.

The Company's staff has been working from home wherever possible and the Company has taken all reasonable steps to support those working remotely by adopting and ensuring that proper technology and communication means were in place to allow all employees to work remotely and safely.

The Company carried out a risk assessment process, implemented mitigating factors including appropriate hygiene procedures, use of PPE and sick pay. Shifts and rotation systems have been implemented to have only limited number of people and essential workers at Company's premises at the same time. The Company also reorganized workspaces to guarantee at least 2 metres distancing.

The risk assessment and the measures adopted were developed in conjunction with staff representatives and the policy shared and agreed with the staff.

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Offices outside the UK follow local guidelines and regulations but wherever possible the Company seeks to implement at least the same standards as those that apply in the UK.

*Supporting suppliers*

The Company has been using reasonable efforts to support its suppliers through this time, including by minimizing cancelled orders, paying invoices on time and in full, and working to remunerate workers fairly and as far as possible.

*Grievance procedures*

The Company is aware that the proliferation of whistleblowing processes and robust grievance procedures should not be slowed in the wake of coronavirus. Proper procedures and policies within the organization remain resourced, transparent and fully accessible to employees.

*Recruitment*

The risk of precarious and underpaid work has been one of the standout narratives of the pandemic, with the role of essential workers gaining prominence. The Company is maintaining and improving its rigorous procedures around recruitment and employment standards.

*Emerging risks*

The pandemic has highlighted the importance of risk assessments and that business leaders must ensure that there are lessons learnt. The Company is committed to continuing to develop our understanding of the issues surrounding modern slavery and taking a proactive approach in mitigating the risks involved in modern slavery. The Company will continue to review its policies, processes and controls, as well as look for new ways to strengthen its controls around slavery and exploitation.

**TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Ferrari Group's slavery and human trafficking statement for the financial year ending 31 December 2022. This human trafficking statement has been approved by the board of directors of the Company on 5<sup>th</sup> April 2023.

For and on behalf of Ferrari Group PLC

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*Marco Deiana*

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Marco Deiana

Director

Chief Executive Officer

Date: 5<sup>th</sup> April 2023

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