

CORPORATE COMMUNICATION

2016

Our commitment to environmental sustainability and safety

The goals and priorities of Conceria Italiana s.r.l. have started a new evolving process which is leading towards new kinds of tanning processes, finishings and technologies. These innovational steps are generating an anticipation of tendencies and requests of the market in particular regarding new environmental regulations and specific parameters for chemical substances. Some of the new articles being proposed in this direction are for example articles which are vegetable tanned or environmentally friendly tanned without chrome.

In order to reach the goals of improving the internal organization and satisfying the needs of the market, Conceria Italiana s.r.l. has decided to establish an integrated system for Environmental Management and Occupational Health and Safety Management which aim at keeping a constant supervision and reduction of environmental and social impacts of the tannery.

Hence, the tannery has attained certificates of UNI EN ISO 14001/2004 and OHSAS: 18001/2007 in order to show the sincere commitment to these goals to its clients, suppliers, workers and to whom it may concern.

Environmental Policy

Conceria Italiana s.r.l. is well aware of the importance of these commitments, and therefore it has been decided to based the Environmental Management System on the following fundamental principles:

- Respecting current regulations for environmental protection and restrictions for usage of particular chemical substances
- Constant commitment to improve environmental protection and to reduce environmental impact through a correct choice of materials and working processes which give the best guaranties for the tannery's workers and for whom may use our products
- Adopting precautionary measures to avoid accidental spill of hazardous substances and reduce waste of energy and other resources
- Reducing waste as much as possible through recycling and secure and responsible elimination of waste
- Diffusing environmental information at all levels of the company to encourage respect for the environment, and setting ongoing new targets for further improvements compatible with the company, and whereof all the workers are informed
- Monitoring all environmental aspects connected to Conceria Italiana s.r.l. and to the companies which carry out work on account of Conceria Italiana s.r.l. in order to sensitize all suppliers to environmental issues and to the respect of current regulations

Safety Policy

Conceria Italiana s.r.l. acknowledges great importance to the theme of a safe and healthy workplace and it intends to prevent potentially dangerous situations for its workers which will also reduce the economic impact connected to these situations.

For this purpose, Conceria Italiana s.r.l. has decided that the most adequate solution in order to comply to current regulations in a thorough and efficient way is to establish a Management System which examines continuous improvements as far as Occupational Safety and Health are concerned.

In particular, Conceria Italiana s.r.l. ha decided that this System shall be based on the following principles:

- Identifying all legal regulations regarding a safe and healthy workplace in order to assure that all mandatory requirements and regulations are respected, among other and in particular as far as the National Collective
- Work Agreement for tanneries is concerned Identifying goals and evaluating specific measures for improvements, also through a constant supervision of correct working procedures
- Training and instructing its workers regarding usage and correct use of personal protective equipment and ongoing supervision that the workers actually use them
- Paying high attention to work conditions in the tannery and refusing any kind of child labor, forced labor or any discriminatory conditions

Conceria Italiana s.r.l. intends to give full execution to its Safety Policy and by identifying a series of concrete prosecutable targets, the tannery is engaging into respecting general measures for protecting health and safety of the company's employees and workers. These measures are contemplated in regulation D.Lgs. n° 81:2008 and in guide lines from the Italian national association against accidents at work, INAIL, and thereof there will be a continuous updating and supervision of evaluation of risks for health and safety at the workplace. At the same time, ongoing prevention and protection measures will be adopted in order to eliminate risks as much as technically possible, and thereby reduce risks at the workplace to a minimum level.

Commitment of the Corporate Management

The corporate management of Conceria Italiana s.r.l. is involved directly in having these principles respected and executed:

- By assuring and supervising periodically targets to reach and which have been reached for environmental and for safety matters
- By documenting an active Environmental Policy and Safety Policy which will be diffused to the tannery's employees and workers and to all external parties who might be interested
- By making each single employee and worker responsible for contributing with his/her behavior to environmental protection and to keeping a safe and healthy workplace

Conceria Italiana s.r.l. invites all its collaborators to participate in a personal and active way in order to accomplish the important goal of a real productive growth, generated by motivated and attentive people and through a fundamental respect for the environment and for safety and health of those who will use the final product.

This Corporate Communication will be distributed to internal employees and workers in order to make it known and supported by all, and it will be made available for external consultation for those it may concern.