

QUALITY POLICY, ENVIRONMENT, SAFETY AND SOCIAL RESPONSIBILITY

TUSCANIA INDUSTRIA CONCIARIA S.p.A. designs, produces and sells finished leather printed reptiles and fantasy for the manufacture of leather goods and footwear, thanks to the use of domestic and foreign bovine and goat leather and 'innovative' solutions from the point of view of technology and in line with the continuous evolution of the sector 'fashion'.

Over time, a significant contribution to the achievement of corporate goals in economic, organizational and relationship with external stakeholders has been ensured by the Integrated Management System according to ISO 9001, to the UNIC Code of Conduct and Social Responsibility and the Leather Working Group Protocol. The system has also recently been integrated with the requirements of ISO 45001.

The Integrated Management System, implemented with the involvement of the whole organization, is maintained and reviewed in the spirit of continuous improvement, both as regards the quality of the finished product to the customer, as regards environmental impacts on the environment, health and safety at work and, in general, working conditions of workers.

The company is able to meet the many needs and expectations of customers, not only from the point of view of innovation and continuous research but also from the point of view of technical assistance, product quality, the attention to all stakeholders and not least the legislative compliance of their productions. This is precisely what allows us to be competitive on international markets, as well as the availability of modern, safe, technologically advanced and comfortable infrastructures for those who must operate there.

The Integrated Management System implemented can enable our organization to:

- Ensure careful management and monitoring of each stage of the production process, so that the finished products comply with the high-quality standards defined by the Conceria, the requirements expected by the customer and the applicable mandatory requirements;
- Ensure that the agreed delivery times and declared product performance are met on time;
- Adhere to the principles of transparency, fairness and good faith in relations with institutions, customers, suppliers and competitors by avoiding unfair acts that violate the Code of Conduct and Social Responsibility;
- Publicly demonstrate a commitment to monitor, and where possible reduce, the environmental, health and safety and social impacts associated with our activities;
- Try, where possible, to spread the concept of sustainability to companies operating on our behalf and monitor, as far as possible, environmental, health and safety and social aspects of suppliers that are significant to us;
- To have an effective tool for managing and where possible reducing environmental impacts and health and safety risks of OSH;
- As a priority, protect the health and physical and moral safety of staff by working to prevent, eliminate and where not possible reduce risks for OSH, encouraging near miss detection as much as possible in order to prevent accidents, work-related accidents, intimidating and discriminatory acts and the occurrence of occupational diseases, in order to ensure a peaceful, stimulating and diversity-friendly working environment

With this document we intend to define and make known, to the external stakeholders and all internal and external operators of the company, the principles that we intend to follow in the management of environmental issues, Health and safety and social issues related to our business:

- Full compliance with all mandatory, legal and regulatory requirements applicable to the environment, social issues and health and safety of workers (including the National Collective Labor Contract for the tanning sector);
- the promotion among workers of a sense of responsibility towards the environment, understood as awareness of the "damages" or "benefits" in environmental terms that can result from the processes and operating methods implemented, and in terms of health and safety at the workplace;
- control and reduction, where possible, of the company's environmental impact and risks for workers through a constant search for optimal solutions aimed at reducing the sources of pollution and risk;
- gradually reduce the use in production of hazardous chemicals insert into ZDHC MRSL as integrated by customer-specific MRSL until their total zeroing according to the progressive steps of the ZDHC project;
- Actively promote the ZDHC project to all stakeholders in the supply chain (chemical suppliers, processing, leather) by inviting them to register on the online platform ZDHC Gateway;
- the careful evaluation of each new activity, product or process that the Company intends to realize and of the new goods/services that it intends to use, regarding the environmental and social effects/impacts;
- The definition and, if necessary, updating of emergency procedures for the reduction of environmental effects due to accidental situations;
- the definition of appropriate forms of communication to make available to the public the information necessary to understand the environmental and social effects of the company's activity, aimed at establishing an open and effective dialogue with citizens, associations, The institutions and audit bodies;
- Ensure a commitment not to engage in any illegal practices such as extortion, fraud or abuse of office, corruption, unlawful favoritism and collusion;
- To protect the health and safety of personnel as a matter of priority, working towards the elimination and, where not possible, reducing the risks associated with production;
- Preventing risks in order to minimize accidents and incidents at work and the occurrence of occupational diseases;
- the continued application of management system procedures and environmental and safety emergency procedures, to respond promptly to possible situations of danger to internal operators, potential visitors and the environment in which we operate;
- the commitment to consultation and participation of workers or their representatives in the main managerial, risk assessment and control activities;
- the periodic evaluation of the efficiency of its Management System for Quality, Environment, Safety at Work and Social Responsibility.

This Policy, integrated with the above-mentioned principles and appropriate to the purposes of our organization, is communicated to all staff through the delivery of documentation that reproduces it or by posting in special bulletin boards. It shall also be made available to the public and accessible to interested parties upon request.

In case of significant and influential changes to the quality, environment, health and safety and social responsibility regarding the system as a whole, the Integrated Policy is reviewed and updated.

Castelfranco di Sotto, 3 June **2024**

The Management