Conceria Pasubio SpA wants to be the leading leather supplier in the Luxury and Premium Automotive sector through the implementation and continuous improvement of the Integrated Management System in accordance with the requirements of the **IATF16949: 2016, UNI EN ISO 9001: 2015, UNI EN ISO 14001: 2015, UNI EN ISO 14025: 2010, UNI EN ISO 14064-1: 2019, UNI EN ISO 14067: 2018, UNI ISO 45001: 2018.**

Pasubio, also actively participates in the **Leather Working Group Protocol** which evaluates the compliance and environmental performance capabilities of its industry, and in the **OIE TAHC** (OIE; the World Organization for Animal Health, TAHC; Terrestrial Animal Health Code) for the implementation of Animal Welfare Policies within its supply chain.

This policy is disseminated throughout the company so that it is shared by all staff. It is also made available to externals, ensuring that it is consulted by all interested parties.

The Management has put in place a business management system proportionate to the needs of the company and based on continuous monitoring of the social, technical, administrative, and human factors of responsibility that influence the processes and requirements of the parties involved, in order to:

- comply with the laws in force relating to processes, Safety & Health, the Environment and products;
- prevent situations of corruption and confidentiality of information, disseminating the social responsibility policy at all levels;
- eliminate, reduce and above all prevent shortcomings in Quality, Environment and Safety & Health;
- maintain and improve customers satisfaction;
- monitor significant environmental aspects such as the consumption of water and energy resources, the management of water discharges and the reduction of the emission of greenhouse effect substances;
- activate production control systems that allow reduction of the waste produced and their controlled management;
- pursue continuous improvement to verify the efficiency and effectiveness of the Integrated Management System in every aspect of the company;
- to favor, where possible, new processes, incoming materials, plants, machines and equipment aimed at a business improvement, at a lower environmental impact,

respectful of the needs of health and safety in the workplace;

- implement a purchasing policy that includes qualified suppliers with whom to establish a cooperative relationship and common strategies to reduce delivery times and improve the service through the necessary resources, in compliance with Environmental, Health & Safety standards;
- activate appropriate communication systems both internally and externally to ensure a correct relationship with the interested parties and adequate process management;
- improve the methods for recording, monitoring and preventing near-misses, accidents and occupational diseases;
- design the articles with attention to the Environmental impacts related to the entire Life Cycle of the products, maintaining and developing processes compliant with various international standards including: EPD, LCA studies compliant with ISO 14025, 14040, 14044, 14067 standards for which, where possible, the certifications and attestations from accredited bodies have been obtained;
- engage through projects for the reduction of resources of the impacts of the Organizational and Product Carbon Footprint in order to achieve neutrality according to the interests of the stakeholders;
- consider an Animal Welfare Policy in the raw material purchase process as described in the dedicated document;
- maintain the best operating techniques to comply with the Leather Working Group (LWG) Protocol.

All the staff of Conceria Pasubio S.p.A. and those who work on its behalf are invited to share and make their own the principles set out here and to support the company management with their competence and professionalism in achieving these objectives.

Chief Executive Officer
Mr. Luca Pretto