



With this document, the Management of **Conceria Pasubio S.p.A.** commits itself to protecting the environment by the prevention of pollution and of situations or events that may cause it in its activity and products, and the continuous improvement of the health and safety conditions at work.

In details, the Management of **Conceria Pasubio S.p.A.** is committed to:

- Keeping under continuous control:
 - *Emissions into the atmosphere and water discharges*
 - with the regular monitoring of the pollutants generated by the production process,
 - with responsible plant management and maintenance that ensures the proper functioning and containment of pollutants produced,
 - *Waste materials*
 - with their proper separation, classification, labelling, storage, transportation and disposal,
 - with the commitment to their reduction and, at the same time, the enforce to recycle and reuse materials,
 - *Dangerous substances*
 - with the constant commitment to reducing their use in the company and to gradually replace them with substances that are less and less dangerous for the environment and for people, including the end of life of the product,
 - *Consumption of resources and energy*
 - with the optimization of processes aimed at reducing the consumption of natural and energetic resources.
- privileging, where possible, new processes, incoming materials, plants, machines and equipments with less environmental impact, meeting the requirements of health and safety at work.
- planning, monitoring and evaluating, preferably with quantitative methods, projects for achieving environmental improvement goals by allocating adequate and qualified resources.
- supporting workers with means and training appropriate to their job, providing appropriate emergency and safety equipment, involving and raising awareness of all staff on environmental, health and safety issues related to the company's general and specific tasks.
- maintaining a transparent and collaborative dialogue with public authorities and other stakeholders
- Considering as qualification requirements of its suppliers, the compliance with the environmental, health and safety standards outlined above, and the concrete commitment to improving its contribution to the environmental impacts of **Conceria Pasubio S.p.A.**

All the staff of **Conceria Pasubio S.p.A.** and those who work on their behalf are encouraged to share and adopt the principles outlined here and to support the Company's management and leadership in achieving these goals with their expertise and professionalism.

As a guarantee of the above-mentioned intentions, the Company has implemented an integrated environment, health and safety management system based, for the environmental aspects, on the ISO 14001 standard as an internationally recognized standard that allows complex realities to establish a process of continuous improvement of its environmental performance and to constantly keep under control the respect of legal requirements and other applicable environmental and other requirements.

This policy is widespread in the company so that it is known and shared by all staff. It is also made available to the public, guaranteeing consultation to all interested parties.

This Policy is complemented by environmental objectives and targets that are periodically planned by the Management, and acquainted with the company's staff and those who request it.

Arzignano, July 3rd, 2017.

The Management of
Conceria Pasubio S.p.A.