



Conceria Pasubio SpA aims at being the leading European supplier of finished leather in the Luxury and Premium Automotive sector through the implementation and continuous improvement of Integrated Management System in compliance with standards requirements **IATF16949:2016, UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 14025:2010, UNI ISO 45001:2018.**

This Policy is distributed within the company for all personnel to familiarise themselves with and embrace it. It is also made available to the public, ensuring that all interested parties are consulted accordingly. .

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 responsibility factors influencing the processes and requirements of all interested parties, in order to:

- comply with applicable laws relating to processes, safety, environment and products;
- prevent situations of corruption and disclosure of confidential information by disseminating the social responsibility policy at all levels
- eliminate, reduce and above all prevent Quality, Environment and Safety sub-standards;
- maintain and improve customer satisfaction;
- monitor significant environmental aspects such as water and power consumption, waste water management and reduction of greenhouse gas emissions;
- implement production control systems to ensure a reduction in waste production and its controlled management.
- give priority, where possible, to new processes, incoming materials, plant, machinery and equipment designed to enhance the company performance, reduce the impact on the environment and respect occupational health and safety requirements.
- pursue continuous progress to verify the efficiency and effectiveness of the Integrated Management System on every aspect of the company;
- implement a purchasing policy including qualified suppliers with whom it is possible to establish a cooperative relationship and common strategies to reduce delivery times and improve service through the necessary resources, in compliance with environmental, health and safety standards;
- set up appropriate communication systems both internally and externally to ensure proper interaction with stakeholders and an adequate operations management;
- design items with attention to environmental impacts related to the entire product life cycle, maintaining and developing processes that comply with various international standards including: EPD, LCA studies compliant with ISO standards 14025, 14040, 14044, 14067 which, where possible, have been certified and endorsed by accredited bodies.

All Conceria Pasubio S.p.A. staff and those working on its behalf are invited to embrace and adopt the above principles and to support Company Management with their competence and professional skills towards the achievement of these objectives.

Chief Executive Officer

Mr. Luca Pretto