

Conceria Pasubio SpA aspires to become a leader on supplying finished leathers and other similar materials for the Luxury and Premium segments in the Automotive sector.

This document reflects Conceria Pasubio's attitude to pursue quality excellence throughout the value chain, by the application of Quality Management Systems in accordance to ISO 9001:2015 and IATF 16949:2016 (where applicable) and to prove its commitment to satisfy **all the applicable requirements**.

This Policy is disseminated throughout the company to be known and shared by all staff. It is also available on the company website www.pasubio.com, thus ensuring the consultation by all internal and external stakeholders.

Top Management considers it essential to implement a management system proportionated to the needs of the company, the related processes, and the requirements of the interested parties, in order to:

- Eliminate, reduce and above all, prevent issues that may, at any level, impact on the Quality Management System.
- Implement a system based on the concepts of "Lean Production" aimed at achieving operational excellence for its sector.
- Apply a "Risk Management" system in order to objectively identify, reduce and mitigate any risks, together with the possibility of catching the opportunities that the market and the context in which it operates may provide.
- Improve constantly and objectively the satisfaction of its customers, also through the sharing of this aspect within the organization.
- Enhance the ability to anticipate customer expectations, in combination to the attention to the needs and stakeholders' interests.
- Promote a healthy work environment through the best training practices provided at all levels, to maintain the quality in our processes/products.
- Promote innovation, while respecting a sustainable culture of quality.
- Pursuing continuous improvement by verifying the level of efficiency and effectiveness of the Quality Management System for each individual process and activity of the whole company.
- Implement purchasing policies for promoting the use of highly qualified Suppliers with whom to realize shared "value".

Quality targets are achieved through a continuous monitoring of the processes and related activities, through specific KPI's. The adoption of the PDCA approach is considered as a primary essential tool to achieve greater efficiency, effectiveness and safety in the entire production process and its correlated supporting activities.

Top Management, as well as the whole staff, play a primary role on the full application of this Policy, making it available to all the Stakeholders and ensuring its dissemination, planning specific communication and/or training initiatives, making use of the continuous and widespread verification of the Group System Quality Department.

This policy is applicable at a corporate level throughout the organization and to all the subsidiaries of Conceria Pasubio spa.

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L'Amministratore Delegato

Luca Preto

