

The company "CARAVEL Pelli Pregiate S.p.a." recognizing the potential impact of environmental and health and safety issues that may arise from the processing of fine leather, deems it necessary to introduce and apply an Environmental Management System compliant with the requirements of UNI EN ISO 14001:2015 and based on **Risk-Based Thinking** integrated with a health and safety management system according to UNI EN ISO 45001:2018 with the support of all workers in the spirit of incentivizing involvement and participation in continuous improvement decisions. It is indeed the Company's intention to operate with respect for the safety of its employees and collaborators, its customers and third parties in general, by preventing accidents and reducing risks as much as technically possible, fully aware that the safety and psychophysical well-being of workers are essential resources for performing work activities to the best of their ability and that their maintenance deserves adequate commitment and attention over time. The company has chosen to adopt this corporate approach through the sharing of responsibilities and transparency in communication. In light of the experiences accumulated so far, the following commitments are defined as a priority:

- The control of environmental, health, and safety aspects related to the activity through safeguarding criteria.
- Compliance with and maintenance of national, regional, and provincial regulations in environmental, social responsibility, health, and safety matters and all applicable requirements.
- Necessary modifications to its Integrated Management System according to the evolution of legislation and technology.
- Open dialogue with local public authorities (Municipality, Province, ARPAT).
- Respect for human rights and the dignity of all employees and stakeholders without discrimination.
- Sensitization of employees, all persons working on behalf of the company, customers, and suppliers, seeking to spread the importance of respect for the environment and social responsibility issues in the daily context of life and work; promotion among employees of a sense of responsibility towards the environment, for the protection of health and safety and social responsibility, intended as awareness of the "damages" or "benefits" that can derive from the processes and operational methods adopted.
- Involvement of external subjects who, in a life cycle perspective, can operate in compliance with the principles of social and environmental sustainability according to the indications of relevant stakeholders' needs.
- Development of skills, awareness, and attention of personnel at all levels in order to promote safe and conscious behavior.
- Attention to seizing opportunities for improving environmental performance (e.g., taking into account indications for improving energy performance).
- Respect and safeguarding of biodiversity in compliance with European regulations and with the collaboration of external entities that monitor and control endangered animals.
- Provision of environmental information and active involvement of customers and third parties involved (local authorities, trade associations, etc.) on environmental, health, and safety issues.
- Respect for the sustainability principles of the Parent company, which include objectives such as reducing hazardous chemicals indicated within the MRSL/PRSL as well as within customer specifications, verifying their veracity at least semi-annually.
- Continuous improvement of environmental performance, to be achieved both by reducing waste of resources such as raw materials and energy and by better control of environmental costs related to waste treatment (disposal/recovery), with significant attention to reducing pollution deriving from atmospheric emissions, through the improvement of the quality of chemicals used; but also with regard to aspects related to health and safety and

corporate social responsibility, through an instrumental monitoring plan of workers' exposure levels to chemical, physical and biological agents, careful analysis of incidents, social responsibility indicators (e.g. turnover), appropriate and constant information and training of workers, active management of contracts that involve all third parties in risk reduction during all activities carried out in the company.

- Consultation and involvement of workers, also through their safety representatives.
- A potential reduction in the number of accidents by empowering employees to report near-misses and non-compliance with the code of ethics.
- The provision of human and structural resources for the maintenance of the IMS.
- The periodic evaluation of the efficiency of the Integrated Management System and the dissemination of the objectives plan throughout the organization.

Annually, based on Internal Inspection Verifications, the specific objectives of the Company in environmental, health and safety, and social responsibility will be defined by the Management. On this occasion, the Integrated Policy will be reviewed. Such objectives, in accordance with scientific and technical progress, will be concurrently applied, according to market logic, to all company activities.

The Management of CARAVEL Pelli Pregiate S.p.A. is committed to ensuring that the Policy is communicated, understood, implemented, and supported at all levels of the organization, including all stakeholders, by providing adequate operational means to create an environment suitable for the proper conduct of activities and by coordinating the accountability of all personnel who work for or on behalf of the company.

The Management