

Integrated Policy Cristina S.p.A. and Gruppo Peretti S.p.A.

QUALITY POLICY

Conceria Cristina S.p.A. and Gruppo Peretti S.p.A. define and document the following Quality Policy, which constitutes the company's strategic line and which is briefly expressed in the following general objectives:

- Full customer satisfaction
- Attention to stakeholders' expectations
- Continuous improvement of business processes and products
- Respect for the environment and the safety of means and products
- The success of the company

The **Quality Policy of Conceria Cristina S.p.A. and Gruppo Peretti S.p.A.** is embodied in the following management principles:

- The effectiveness and efficiency of its Quality Management System processes in general
- Process management supported by risk analysis and control
- Conducting operations in compliance with the mandatory regulations applicable in accordance with the ethical policy defined by the company
- The clear definition of responsibilities and tasks internally, supporting a widespread multidisciplinary approach
- Effective monitoring and management of any non-conformities found, internal and external
- The prevention of potential non-compliance through all planning activities
- Prompt response to the customer needs for new product development time
- Production flexibility and compliance with customer delivery requirements
- The efficiency of production processes and maintenance activities
- The effective governance of procurement processes
- The competence and active involvement of their staff
- A drive for continuous improvement
- Constant attention to the training of its resources

ENVIRONMENTAL POLICY

Conceria Cristina S.p.A. and Gruppo Peretti S.p.A., considering environmental protection essential for the quality of life and for sustainable development, hereby intend:

- To express its willingness to reconcile the needs of economic development and value creation with respect for and protection of environment;
- explain the company's guidelines for environmental protection;
- share with interested parties (employees, collaborators, contractors, trade unions, institutions, citizens, etc.) the related management principles;
- encourage the participation and collaboration of all interested parties, in knowledge that their active contribution is crucial for the achievement of environmental protection objectives,
- implement, document and maintain an Environmental Management System in accordance with the LWG scheme and obtain its certification with the aim of achieving a silver medal.

The **Environmental Policy of Conceria Cristina S.p.A. and Gruppo Peretti S.p.A.** is embodied in the following management principles:

- Commitment to transparency:
 - we believed that the sharing of relevant information is essential within the supply chain; the documents are made available to the STAKEHOLDERS
 - it is necessary that the stakeholders are aware of the corporate objectives; the sharing process is currently based on a specific request of Customers and Partners, and on scheduling for Internal Personnel
- full compliance with current legislation (including any other environmental requirements to which the company subscribes), relevant regulations and company procedures on environmental protection;
- define and periodically review environmental emergency plans, identify and train emergency teams, organize practical emergency management tests;
- use of processes and technologies that prevent and/or reduce impacts on the environment and reduce the consumption of resources;
- management of production activities in order to reduce the environmental impacts directly related to it, with particular attention to the management of waste produced and the risks related to the use of polluting substances;
- use of means and materials that have characteristics that comply with current environmental legislation, low consumption, low environmental impact, recyclability;
- diffusion within the company, through a constant awareness-raising action, of a culture aimed at implementing the correct forms of behavior in terms of environmental and territorial protection;

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- development, through training and information, of professional skills and commitment to operate in compliance with prevention and protection procedures;
- involvement and participation of staff in the process of continuous improvement and prevention in the field of environmental protection;
- increase the environmental performance and the consequent levels of physical and intellectual well-being of workers, through an organization of work aimed at this purpose and the provision of adequate economic, human and technological resources;
- development of a general awareness that the responsibility for environmental protection is entrusted to all workers, at the various company levels, each according to their own skills;
- involvement of contractors operating for Conceria Cristina S.p.A. and Gruppo Peretti S.p.A. in environmental protection, in particular through the communication of policy and objectives, as well as cooperation and coordination at every stage of the contractual relationship;
- involvement of the supply chain in the commitment to environmental protection through compliance with legislative requirements and the propensity for sustainable development;
- on - going review of environmental protection management, through critical analysis of achievements and review of the above principles and the Environmental Management System.

This Policy is oriented towards the prevention (in particular of any type of pollution) and represents the guide for the continuous improvement of environmental performance and the relative Management System (also by searching for the constant updating of the technologies used and the best knowledge at a scientific level); it also constitutes the reference framework for the definition and review of environmental objectives by each Company and each production site.

The Management is committed to the implementation of the principles of the Environmental Policy and the objectives that derive from it, and for this purpose provides the necessary structure and resources; it also periodically monitors the achievement of the objectives and, where necessary, promotes appropriate corrective or improvement actions.

OCCUPATIONAL HEALTH AND SAFETY POLICY

The companies of the group believe that safeguarding the health and safety of workers is a fundamental element in ensuring continuous growth and a level of excellence in their sector.

The management is careful to develop its corporate mission by committing itself to the continuous improvement of its safety policy for the protection of workers' health, in accordance with what is stated in the Code of Ethics

In this regard, it undertakes to draw up general objectives to protect:

- In-house personnel who must be able to carry out their duties in a safe and healthy environment and who must be aware of the risks they may incur by using certain machinery / equipment, handling materials and substances and engaging in more or less hazardous activities
- Third party personnel working within the company who must be informed of the risks related to the work to be performed and must be aware of internal procedures regarding safety
- Customers who have the right to purchase from suppliers who guarantee compliance with current legislation and a commitment to worker protection

The **Health and Safety Policy** of **Conceria Cristina S.p.A. and Gruppo Peretti S.p.A.** is embodied in the following management principles:

- compliance with the current Legislation, rules and regulations in force and other requirements subscribed to by the Group companies regarding Safety and Health at Work;
- examination of production processes, identification of risk areas and potential improvements with consequent planning of objectives to be pursued in order to prevent accidents and illnesses at work;
- minimize as much as possible the risks induced by their activities;
- ensure the efficiency and safety of the machinery used and the plants through a system of periodic maintenance;
- assess in advance the occupational health and safety implications of new processes or machinery / plants to be installed;
- adopt technologies and processes that offer continuous improvement of performance in the field of Safety and Health at Work;
- involvement of staff in company's objectives based on a culture aimed at pursuing and maintaining safe working conditions;
- establish and continuously update a training and awareness-raising program for all the personnel on occupational safety and health issues to increase their awareness;
- ensure that all staff receive adequate training on their duties and the risks arising from such activities in order to make them responsible for the proper management in safety according to their respective tasks;
- implement everything necessary to prevent accidents and occupational diseases;
- inform workers exposed to specific risks about the risk itself and the measures and precautions to be taken to prevent occupational accidents and diseases;
- support initiatives that promote compliance with Occupational Safety and Health;

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- develop security plans and procedures, set up alarm systems and means of intervention, organize teams trained to contain the effects and minimize the danger in emergency situations;
- organize practical emergency management tests for the identified emergency scenarios and periodic review of emergency procedures;
- ensure that circulation and evacuation routes and that these are always accessible;
- ensure the availability and suitability of protective equipment;
- disclose this Policy and the objectives set by the Management to employees and third parties who have access to the workplace.

SUBSTANCE MANAGEMENT POLICY

Group companies are committed to a thorough understanding of the risks associated with chemicals and preventing disasters and accidents from occurring. At the same time, the aim is to avoid negative consequences on human health, safeguarding the environment and ecosystems and maintaining a healthy working environment.

The principles regarding the management of chemicals are as follows:

Commitment to transparency

- we believe that the sharing of relevant information is essential within the supply chain; the documents are made available to the STAKEHOLDERS.
- it is necessary that the stakeholders are aware of the corporate objectives; the sharing process is currently based on a specific request of Customers and Partners, and on scheduling for Internal Personnel.

Commitment to Customers

- provide safe and healthy products for society and the environment, through a well-established chemical management system that intervenes in all processes, from purchasing to production and distribution;
- assess the HSE, technical and economic aspects of the chemical whenever new information on existing chemicals or a new chemical is introduced ;
- provide customers with timely information on the chemicals contained in our products;
- ensure the mapping and evaluation of chemicals in use and compliance with regulations

Commitment to employees

- implementation and maintenance of a healthy and safe working environment, identifying chemical hazards, constantly carrying out chemical risk reduction activities;
- prevention of possible injuries or illness to employees during the handling of chemicals by providing training in handling techniques and appropriate Personal Protective Equipment; specific emergency management teams were identified and trained

Commitment to integrity, corporate social responsibility

- awareness of the health and environmental impact of the chemicals used and management accordingly;
- use of chemicals as efficiently as possible to minimise the quantities used;
- development of alternative technologies which could enable the substitution of environmentally hazardous substances;
- design of new articles with a view to risk reduction, choosing chemicals that guarantee the health of workers and the protection of the environment;
- selection of suppliers on the basis of specific evaluation regarding the management of substances, the commitment to the development of products with less impact on the environment and less danger to humans.

The objectives defined on the basis of this policy are set out in the Improvement Plan, taking into account the specific aspects of each site.

The Integrated Policy also has a role as a corporate communication document; in order to disseminate it as widely as possible, within the Company the aforementioned document is available to operators in the shared computer folder "Management Systems" and is displayed on company bulletin boards; for all other interested parties it is available on the company website.

The Integrated Policy is periodically reviewed and revised – usually as part of the Management review – to take into account new intentions of the Management and/or changes that have occurred.

January 2024,

General Management
G.V.Peretti



Q HSE
E.Peretti

