



INTEGRATED POLICY

QUALITY, ENVIRONMENT, CHEMICAL PRODUCT MANAGEMENT, HEALTH AND SAFETY, ETHICS

ENVIRONMENTAL POLICY

DE.NA.SE. srl aims, in its operations, to prevent pollution and protect the environment.

This goal will be pursued through:

- the implementation of the most advanced production technologies
- constant monitoring of processes to reduce environmental impact
- the adoption of procedures and methods that ensure the conservation of natural resources
- appropriate selection of chemicals, favoring those with lower environmental impact
- reducing the volume of waste produced
- continuous training of its employees to foster environmental awareness
- sharing the policy with all stakeholders in its production and commercial supply chain

To this end, the company has implemented an Integrated Management System, subject to periodic audit by Certification Bodies, achieving certifications: ISO 9001 / ISO 14001 / ISO 45000 / LWG.

HEALTH AND SAFETY POLICY

DE.NA.SE. srl considers the protection of workers' health and safety a fundamental priority, both within its own organization and throughout the supply chain of companies contributing to the final product of the tannery. In addition to fully complying with applicable laws and regulations, **DE.NA.SE. srl** is constantly committed to improving safety conditions, even adopting measures more stringent than legal requirements.

The Health and Safety Policy adopted by **DE.NA.SE. srl** establishes principles and guidelines to be applied in all areas of activity:

- implementing every initiative to reduce risks
- in the selection of systems and machinery
- in the selection of chemical products
- in the procedures adopted in the production cycle
- training personnel on residual risks



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- providing the necessary Personal Protective Equipment
- creating a work environment that avoids stress, fatigue, or strain
- implementing an efficient Prevention and Protection Service to identify and overcome risks
- establishing and training the emergency response team

CHEMICAL PRODUCT MANAGEMENT POLICY

DE.NA.SE. srl adopts a chemical substance management policy aimed at eliminating and avoiding the use of any substance not compliant with current regulations and adopted protocols.

To this end, the company has fostered a fruitful collaboration with chemical suppliers to select and adopt only products that comply with ZDHC MRSL 3.1 standards.

SOCIAL AND ETHICAL POLICY

The Anti-Corruption Management System Policy represents the commitment of **DE.NA.SE. srl** to the principles established by the Anti-Corruption Code. The company adheres to and promotes policies aligned with laws and standards of legality for corruption prevention.

A key factor in the company's reputation is its ability to conduct business with loyalty, fairness, transparency, honesty, and integrity, in compliance with laws, regulations, and relevant social responsibility guidelines.

The tannery's anti-corruption commitment prohibits requesting, promising, offering, or accepting gifts, gratuities, or benefits—either potential or actual—from or to third parties outside the company, if such actions could result in unlawful behavior or be interpreted by an impartial observer as aiming to obtain a benefit, even if non-economic.

DE.NA.SE. srl considers **respect for human rights** a fundamental principle of its corporate culture and an essential part of its social responsibility strategy.

This respect is required and promoted both internally and in relationships with third parties.



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The company believes it must act as an active economic player in safeguarding the well-being of people living in the communities where it operates, committing to respect and actively disseminate the principles established by regulations and international standards of reference, including:

- the Universal Declaration of Human Rights and the subsequent international covenants on civil and political rights, and on economic, social, and cultural rights
- the United Nations Conventions on women's rights, the elimination of all forms of racial discrimination, children's rights, and the rights of persons with disabilities
- the Declaration on Fundamental Principles and Rights at Work and the eight core Conventions of the International Labour Organization (ILO)
- the 2030 Agenda for Sustainable Development adopted on September 25, 2015, by the United Nations General Assembly and the related 17 Sustainable Development Goals (SDGs)

The company has also found it appropriate to draft a **Policy to combat child labor**, with the aim of further formalizing its commitment in this area by defining the main corporate commitments related to the prevention of child labor within its own structure, the monitoring of the supply chain, and the potential corrective actions to be implemented.