



RIVADAVIA *INDUSTRIA CONCIARIA SPA*

Via dell'olmo, 20 -56022 Castelfranco di Sotto (PI)
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ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

In light of a commitment to a development that respects social and environmental values, in the desire to improve its performance and its image in a very competitive and dynamic market, the Management of Rivadavia Industria Conciaria, in addition to maintaining constant attention to compliance with the requirements for determining the origin of leather production, through the Management System for Social Responsibility; is committed to preventing pollution, to guaranteeing the safeguarding and protection of the environment and to pursuing continuous improvement of its environmental performance, minimizing the risks related to the activities carried out and the products/services provided, through the adaptation of its Environmental Management System to the standards of the new international standard UNI EN ISO 14001:2015.

In this context, we believe it is necessary to:

- monitor the environmental aspects associated with our activity and that of the companies that operate on our behalf, and the obligations required by the relevant environmental legislation
- define adequate management tools to monitor both the significant environmental aspects and the mandatory legislative obligations.
- communicate to all personnel the importance of complying with the requirements defined by the Customer and those applicable according to the UNI EN 16484 standard "Requirements for determining the origin of leather production".
- continuously improve its ability to monitor the aspects and activities related to the identification and traceability of the raw material - leather.

To achieve the aforementioned goals, we have created an Environmental Management System consistent with the requirements of the ISO 14001 standard, subsequently integrated in compliance with the UNIC Code of Conduct and Social Responsibility, which allows us to:

- have an effective tool to manage activities from both an environmental and ethical and social point of view
- publicly demonstrate commitment to the social issues that affect our workers and with them, all interested parties, and to monitor, and if possible, reduce and improve the environmental impacts associated with our activities
- try, where possible, to spread the "ethical and environmental spirit" to the companies that operate on our behalf
- require suppliers of work that operate on behalf of Rivadavia, through adherence to specific specifications, a targeted commitment to comply with legislative requirements and increase awareness of the environment and social responsibility.

With this document we intend to define and make known to external stakeholders and all internal and external operators of the company the principles that we undertake to follow in the management of our business, namely:

- full compliance with all mandatory, regulatory and legislative requirements applicable to its environmental aspects and its products, as well as with labor legislation including, in particular, the Workers' Statute and the National Collective Labor Agreement and the Constitution of the Italian Republic
- implement adequate management of risks and opportunities related to the environmental aspects of the Tannery's activities and products, as well as its compliance obligations, also in a broader perspective of corporate and environmental protection;
- promoting a sense of responsibility among employees towards the environment, understood as awareness of the "damage" or "benefits" in environmental terms that may arise from the processes and operating methods implemented;
- the protection of the environment and the prevention of pollution resulting from our production processes, through the control and reduction, where possible, of the environmental impact of the



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company, through a constant search for optimal solutions aimed at reducing the sources of pollution at their origin.

- the continuous improvement of environmental performance, to be achieved both with a reduction in energy consumption and waste of resources such as raw materials and energy and with greater control of environmental impacts and costs, related to the treatment (disposal/recovery) of waste
- the continuous improvement of the working conditions of internal staff and, where possible, of workers involved in the supply chain; with the commitment also to not use and discourage child labor, forced labor, discriminated labor, unsafe labor or labor outside the protections provided by law, by the CCNL
- the definition and, if necessary, the updating of emergency procedures for the reduction of environmental effects due to accidental situations;
- periodic assessment of the effectiveness and efficiency of its Environmental Management and Social Responsibility System, in order to continuously improve it
- the use of appropriate forms of communication to make available to the public the information needed to understand the environmental and social responsibility effects of our activities, aimed at establishing an open and effective dialogue with all interested parties
- compliance with the principles of transparency, fairness and good faith in relationships with institutions, customers, suppliers and competitors, avoiding unfair acts that violate the Code of Conduct and Social Responsibility signed
- the implementation of disciplinary procedures that are in line with the provisions of the Tanning National Collective Bargaining Agreement and the Workers' Statute, also monitoring its own supply chain in this sense
- correct remuneration for all employees, in line with the provisions of the Tanning National Collective Bargaining Agreement, also monitoring its own supply chain in this sense
- the application of working hours in accordance with the provisions of the Tanning National Collective Bargaining Agreement, also monitoring its own supply chain in this sense
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This Policy is distributed throughout the company so that it is known and supported by all personnel. It is also made available to the public, ensuring that it can be consulted by external interested parties.

This Policy is complemented by environmental objectives and targets periodically planned by Management and made known to company personnel and those who request it.

Castelfranco di Sotto, April 02, 2025

The Sole Director of Rivadavia Industria Conciaria Spa
Andrea Landi