

CODE OF CONDUCT AND SOCIAL RESPONSIBILITY

Conceria Laba S.r.l. is a fully integrated tannery with a strong commitment towards process innovation and environmental sustainability. This is evidenced by the process certifications according to the ISO 14001, ISO 9001, ISO 45001 standards, which the company has held for a long time and which were complemented, in 2018, by the Social Responsibility Commitment described in this Code of Conduct and Social Responsibility.

All corporate activities are carried out in compliance with the law, international conventions and the United Nations Universal Declaration of Human Rights.

All those who work at *Conceria Laba S.r.l.* without distinction or exception, undertake to operate under the aforementioned principles and to ensure compliance according to their functions and responsibilities.

This Code of Conduct (the "Code") has been written to document the principles that guide the work of *Conceria Laba S.r.l.* and of all those who work within the company or on its behalf, including employees of any level, whose mutual relationships must be based on clarity, correctness, loyalty and respect.

Conceria Laba S.r.l. is committed to promoting the awareness of this Code among its employees, encouraging the sharing of content and the constructive contribution to its improvement. This Code must also be brought to the attention of all those with whom *Conceria Laba S.r.l.* maintains business relationships, in particular its suppliers and subcontractors.

The Management of *Conceria Laba S.r.l.* supervises the observance and implementation of this Code of Conduct.

THE PRINCIPLES OF SOCIAL RESPONSIBILITY OF CONCERIA LABA S.R.L.

1) Compliance with laws, rules, regulations and this Code of Conduct.

Within the scope of its activities and consistently with the principles, objectives and commitments provided for in this Code, *Conceria Laba S.r.l.* complies with the laws, rules and regulations in force.

In particular, *Conceria Laba S.r.l.* conforms to the laws and all the provisions currently in force contained in the National Collective Agreement regarding working hours, remuneration, joining the Trade Unions and negotiations, provided for by the National Collective Agreement for the sector's workers.

2) Activities and business relationships

All the actions and activities carried out by *Conceria Laba S.r.l.* must be legitimate, verifiable and in compliance with the current legislation. In commercial and industrial relations, the company operates in compliance with ethical and legal standards.

3) Relations with customers and suppliers

Conceria Laba S.r.l. pursues a correct and clear relationship with its customers and suppliers by offering products in compliance with the rules and regulations of fair competition. The selection of suppliers and the definition of the purchasing conditions are based on an objective assessment of the quality, price and ability to provide and guarantee satisfactory services and materials, as well as on the compliance with the code of conduct and social responsibility.



4) Human resources, safety and the environment

Conceria Laba S.r.l. does not use or support the use of child labour, juvenile labour or forced labour.

The corporate policy aims to develop and maintain the skills and competencies of each employee by recognising merit and ensuring respect of equal opportunities without discriminations and by conforming to the provisions of the UN Universal Declaration of Human Rights.

Conceria Laba S.r.l. guarantees a safe and healthy working environment and adopts adequate measures for the prevention and protection against the risk of occupational accidents.

The work must meet advanced environmental protection criteria in order to minimise the environmental impact of its activities, while pursuing the improvement of health and safety in the workplace.

5) Community engagement and development

Conceria Laba S.r.l. promotes the development of the community within which it operates through dialogue and collaboration between the various stakeholders, including the business associations of which the company is a member.

6) Community engagement and development

Conceria Laba S.r.l. operates according to principles of transparency, fairness and good faith in all its relations with institutions, customers, suppliers and competitors, avoiding unfair competitive actions that may cause damage and violate the principles of this Code.

Conceria Laba S.r.l. guarantees the quality of its products and the protection of consumers in compliance with European laws, rules and regulations in force.

7) Reports and complaints

Conceria Laba Srl does not provide for any kind of retaliation against those who make complaints in good faith, in the manner provided for by the current procedure, also for harassment, discrimination, or for those who express concerns about conduct prohibited by the Code of Conduct and Social Responsibility. Under no circumstances may the submission of a complaint in good faith lay the foundations for disciplinary action or other disadvantages resulting from the use of the reporting tool.

Montorso Vicentino, 16/12/2020

The Management

