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COMPANY POLICY

PREALPINA SRL is a worldwide producer of high quality leather, mostly intended to the branch of shoes and leather goods and accessories, technical, safety, orthopaedic and fashion industry.

The company presents an ample range of articles, produced with a chromium salts tanning (wet-blue) or without using chrome and heavy metals (wet-white). To guarantee the high technical standard achieved, Prealpina has certified two lines of products with the trademark IDROTECH® for the waterproof articles and with the trademark GREENTECH® for the “metal-free” articles.

The company has also a laboratory that allows to guarantee a strict control of the quality in each step of the production, using traditional skills and new technologies to make sure the leather meets the most demanding requirements.

One of the main values of Prealpina is to ensure the respect and protection of the environment where the company works. To guarantee a safety workplace Prealpina demands that all the workers follow and respect the rules in order to protect their own safety and that one of their colleagues.

Therefore, Prealpina’s commitment is to prevent and avoid every kind of accident, occupational disease, injury or environmental damage, towards a sustainable growth, paying attention to keep and implement a quality management system attentive to ethical and environmental needs.

To carry out the quality and environmental policy the company’s management proposes to achieve the following goals:

- To guide the company towards a full satisfaction of the commitments set with the costumers, in terms of perseverance of quality, following technical specifications of the costumers and respecting delivery deadlines;
- To respect rules and laws applied to the products and to the environmental aspects, to follow company’s policies and codes of practice and all the compliance obligations;
- To build a stable and organized by processes framework;
- To set up clear information channels, inside and outside the company;
- To pay attention to every possible activity’s environmental impact; to build reliable control systems to ensure as much environmental protection as we can;
- To make every kind of effort to minimize the emissions, the discharges and the garbage, trying also to decrease the consumption of natural resources;
- To sensitize, to inform and to train every worker of the company to make them more responsible, aware and involved in the protection of the environment and their own health and safety;
- To spread and share the culture of Quality and Environment to all the company’s staff through a plan of information and training;
- To carry out a solid collaboration with our suppliers of raw material and other services, precious partners for reliability of services and products provided;
- To follow constantly the chances to improve the policy of Quality and Environment;
- To set environmental targets and goals to reach with this policy;
- To identify and manage the non-compliances of the system and of the product through statistical indicators.

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Another very important aspect for Prealpina is the Social Accountability. About this matter, Prealpina identifies in the UNIC Code of Conduct a strategic target for the guarantee of the respect of the principles included in the CCNL (National Collective Labour Agreement) and for the correct management and improvement of the fundamentals of Social Accountability. Therefore, Prealpina considers that having a company policy that aims for the internal processes quality in accordance with the UNIC Code of Conduct is a basic aspect. This is an essential incentive for all the employees and the basis for strengthening and developing the Company Social Accountability.

The company's management intends:

- ✓ To develop in the entire company the culture of "Corporate Responsible Management";
- ✓ To acknowledge to the worker and to the supply chain a central role in the strategies and in the processes for the improvement of the company, working hard for:
 - identifying the employees' needs and managing the activities to satisfy them;
 - informing the supply chain about the principles of the Code and sharing them with it;
- ✓ To research the optimization of the business processes to obtain an high level of efficacy and efficiency in the safety and in the environmental management; to define and to apply operating procedures in order to minimize the risks about the safety of the workers and about the environmental impact;
- ✓ To improve the internal organization through the definition of workflow, accountability and authority;
- ✓ To be in compliance with the mandatory laws, the contractual agreements and the Workers' Statute;
- ✓ To adopt the UNIC Code of Conduct manual as an internal tool to improve the company organization, documenting the progress and establishing the rules of good behaviour that everybody has to observe.

SUSTAINABILITY

The sustainability is an essential strategy, less wastefulness and more efficiency, respect for the environment and safeguard of our civilization: these are the fundamental principles for the Sustainable Development, guideline of the sustainability that can concern the environmental, economic and social sector.

About the environment, the sustainability is a basic prerogative to guarantee the safeguard of it; the economic sustainability considers the use and not the exploitation of the natural resources in a way that they can regenerate naturally, without compromising the respect of the rights of current and future generations. So the interconnection among these three elements is based on a very fragile equilibrium, but this is the foundation of the sustainable development, and these concepts were assimilated and supported by the United Nations. The challenge is a very ambitious project that defines 17 SDGs (Sustainable Development Goals), interconnected among them that refer to the three sectors of the development (social, economic and environmental) of our planet. The concept of sustainability has been part of the tanning industry for at least 50 years, anticipating the current theories about the sustainable development. Besides, the tannery is born

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as a recovery activity and is committed for minimizing the environmental impact, preserving the natural resources and guaranteeing the animal welfare. Prealpina has always given importance to these aspects, adopting new operative models, generated from the receipt of the certifications of quality system, of product, of environmental and human resources management.

In order to keep and monitor the process, the company's management intends:

- ⇒ To examine periodically the Management System to assure the continuing effectiveness, pinpointing the eventual actions for the improvement;
- ⇒ To define reasonable, concrete and attainable goals;
- ⇒ To be in compliance with all the regulations of protection, health and safety of people;
- ⇒ To save resources and to protect the environment;
- ⇒ To contribute to the development of the local communities, adopting a behaviour that aims at assuring commitment, honesty, morality and respect of the rules.

The above-mentioned goals are achievable only with the full commitment of each of us.

.... Because we want to leave a world better than we found it!

PREALPINA SRL