

SUSTAINABLE LEATHER®

DANI

sustainability

POLICY



SUSTAINABILITY POLICY

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INTRODUCTION

For years DANI has intentionally chosen to be a **sustainable company**, recognising in the social and environmental responsibility the principles that guide its entrepreneurial actions oriented towards the development of the business, the people who work for it and the safeguarding of future generations. The ethical and strategic value of socio-environmental responsibility is declined in DANI through research, innovation, inclusion and redistribution projects, which are reported each year in the "Sustainability Report", a global report that testifies to the company's attitude to integrating sustainability in all its forms: environmental, social and economic.

The purpose of this document is to summarise and communicate to all stakeholders the principles, activities and achievements in the various areas of sustainability.

Certifications that demonstrate our commitment to overall sustainability:



From 2018
Rating of sustainability
Ecovadis



From 2017
Accession to the
United Nations Covenant



From 2021
Total sustainability
certification



PROTECTION OF THE ENVIRONMENT

The environment is everything that surrounds us and with which we interact.

DANI is committed to responsibly analysing its impacts with the aim of improving day after day.

The Environmental Policy we pursue translates into a direct commitment to:

- Scrupulously comply with all applicable laws, regulations and commitments that we have freely undertaken;
- Protect the environment by preventing pollution and minimising negative environmental impacts;
- Clearly define continuous improvement objectives for the achievement of which the Management will provide all necessary resources;
- Inform, listen to and actively involve all stakeholders, first and foremost the workers and their representatives, making them aware of the improvement objectives and the activities necessary to achieve them;
- Constantly seek the application and development of the best technologies that can raise safety standards.

Our certifications / attestations that demonstrate our commitment to environmental protection:

 <p>From 2017 Environmental management system</p>	 <p>From 2019 Protocol LWG</p>	 <p>From 2012 EPD – Environmental Product Declaration</p>
 <p>From 2011 CFP – Carbon footprint of product</p>	 <p>From 2012 Environmental product certification "Blue Angel"</p>	 <p>From 2021 Environmental product certification "Ecological Leather"</p>
 <p>From 2021 Environmental product certification "Oeko-Tex"</p>		



HEALT AND SAFETY AT WORK

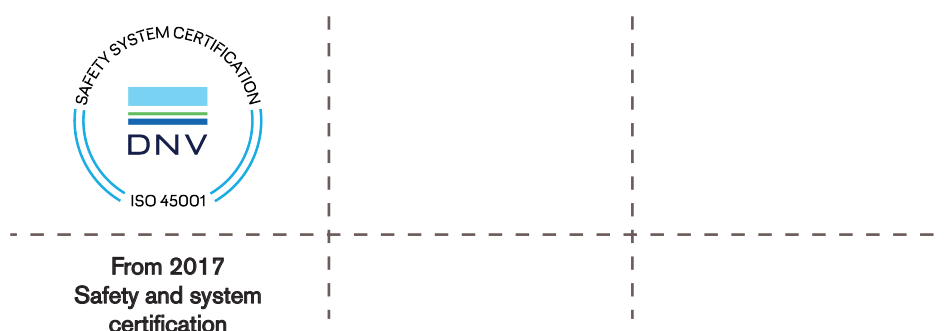
Health and safety at work (commonly referred to as occupational safety) refers to a set of ideal conditions of health, safety and well-being of workers in the workplace, which can be achieved through the adoption of appropriate preventive and protective measures, so as to avoid - or reduce to the minimum possible - the exposure of workers to the risks associated with their work activities, thus reducing or eliminating occupational injuries and illnesses.

In accordance with legal provisions, DANI is aware of its duty to take reasonable care of the safety of its employees.

The Workers' Health and Safety Policy represents our commitment to:

- Ensure full legislative compliance and all applicable voluntary requirements;
- Eliminate hazards and minimise risks to workers' health and safety;
- Clearly define continuous improvement objectives for the achievement of which the Management will provide all necessary resources;
- Promote staff awareness of the Management's commitments, through constant investment with targeted professional and personal growth paths;
- Ensuring the adoption of correct behaviour by the entire supply chain; through continuous involvement aimed at improving the health and safety of workers;
- Inform, listen to and actively involve all stakeholders, first and foremost the workers and their representatives, making them aware of the improvement objectives and the activities required to achieve them
- Constantly seek the application and development of the best technologies that can raise safety standards.

The certification / attestation that demonstrates our commitment to health and safety:





ENERGY

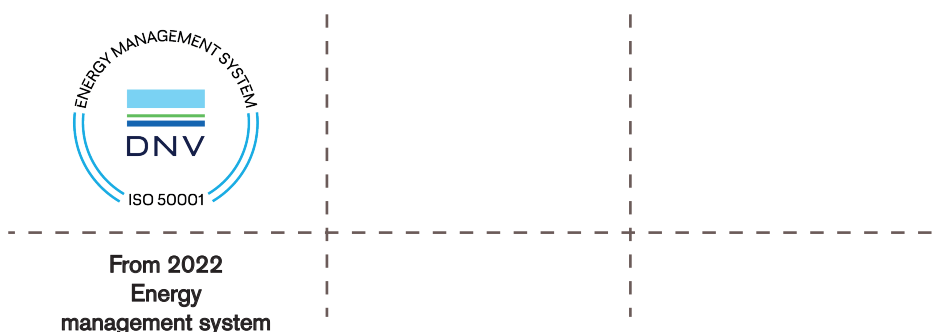
At DANI we believe that the efficient use of resources is everyone's duty, but also an opportunity for economic and sustainable growth.

We use 100% energy from renewable sources through photovoltaic parks owned by a number of funds under management, located in various regions of Italy, in order to meet the Group's overall electricity needs, which amount to approximately 15 GWh per year. This supply will allow us to avoid the overall emission of 18,000 tonnes of CO2 over the next three years.

The Energy Policy represents our commitment to:

- Ensure full legislative compliance and all applicable voluntary requirements;
- Clearly defining energy objectives and targets for the achievement of which the Management make all necessary resources available;
- Support the procurement of energy efficient products and services that have an impact on energy performance;
- Support design activities that consider improving energy performance.

The certification / attestation that demonstrates our commitment to energy efficiency:





SOCIAL

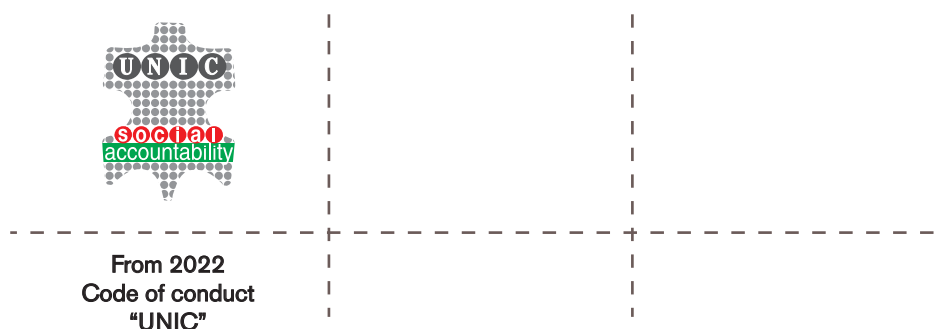
Social sustainability refers to the set of actions aimed at achieving **equity in society**. This implies a diversity of initiatives affecting mainly legal, economic and cultural levels. In general, social sustainability is achieved through the elimination of poverty and the realisation of basic conditions of dignity for the life of every human being.

This is the way to build a fairer society.

The Social Policy represents our direct commitment to:

- Ensure that we do not use or support the use of child labour;
- Ensuring we do not use or support the use of forced or compulsory labour;
- Ensuring we do not use discrimination in all its forms;
- Respect the right and freedom of association of staff;
- Protect the health and safety of workers;
- Comply with the provisions of current legislation and the CCNL on working hours and wages, respect the rights and freedom of association of staff of remuneration;
- Valuing and promoting the development of human resources;
- Respect and protect the environment;
- Promote the development of the civil community, associations, educational institutions, etc.

The certification / attestation that demonstrates our commitment to the social part:





HUMAN RESOURCES

Not personnel, but people. Resources that contribute to the value of the company. Our vision of employee management is based not only on administrative aspects of organisation, but above all on valorisation and continuous training.

The Human Resources Policy represents our direct commitment to:





- Invest in continuous training, for the improvement of technical, organisational and relational skills;
- Promote the development of cross-organisational project activities as tools for collaboration and flexibility, dissemination of a culture of responsibility, acquisition of increasing autonomy and personal fulfilment;
- Periodically evaluate their collaborators with the aim of resolving any criticalities that emerge, integrate and improve training initiatives, build development and career plans based on potential, reward the most deserving;
- Taking care of its employees by implementing and enforcing corporate welfare plans.

TRACEABILITY AND ANIMAL WELFARE

The Animal Welfare Policy, also in view of the fact that the tanning of hides and skins does not fall directly into the food chain, but acquires a by-product from it, nevertheless represents our direct commitment to:

- Recognise animals as sentient beings and therefore bearers of rights;
- Promoting the 5 freedoms identified as early as 1965 through the Brambell Report, namely:
 - o Freedom from thirst, hunger and poor nutrition;
 - o Freedom to have an adequate physical environment;
 - o Freedom from pain, injury, disease;
 - o Freedom to manifest behavioural characteristics;
 - o Freedom from fear and discomfort.
- Evaluate and select their raw material suppliers also on the basis of specific parameters that respect for the animal's welfare throughout its life;
- Ensure all information to guarantee the origin of raw materials, such as places of slaughtering, breeding, etc.

Our certifications / attestations that demonstrate our commitment to the part traceability and animal welfare:

 <p>UNI EN 16484:2015</p>		
<p>From 2009 Leather from Italy full Cycle</p>	<p>From 2021 Traceability of the raw material</p>	<p>From 2021 Ethical claim: "we recover our skins from food chain"</p>
 <p>From 2022 Five freedoms for the animal welfare</p>		

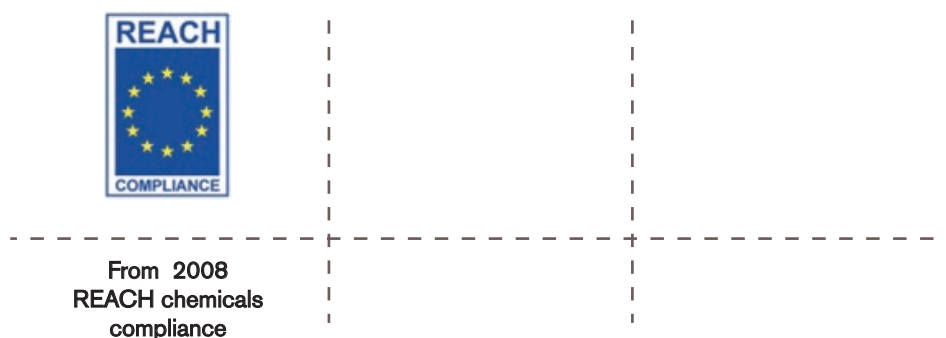


CHEMICAL MANAGEMENT

The Chemicals Management Policy represents our commitment to:

- Constantly check for updates in legislation and regulations with respect to restrictions on the use of particular chemicals;
- Only use chemicals that comply with the REACH regulation;
- Preferably work with suppliers of products registered in the ZDHC portal and who have signed with DANI S.P.A. to comply with the requirements of the MRSL;
- Undertake to comply with all requests, specifications and lists of restricted substances from our stakeholders, ensuring compliance;
- Having an internal restricted substance list with values more stringent than the legal regulations and verify the compliance of its articles with this list;
- Comply with all rules on storage, warehousing and handling of chemicals in order to chemicals in order to minimise risks to the environment and people;
- Disseminate at all company levels, through specific training courses, a culture aimed at the correct handling, manipulation and storage of chemical products;
- Protect the environment and safeguard the health of its employees by constantly searching for of technologically advanced products with a low level of risk.

The certification / attestation that demonstrates our commitment to chemical compliance:





**“The sustainable future,
you build with the choices of every day:
let’s build it together.”**

The Dani family