SUSTAINABLE LEATHER®
DANI

Sustainability policy

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SUSTAINABILITY POLICY

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INTRODUCTION

Over many years, DANI has deliberately chosen to be a **sustainable** company, acknowledging social and environmental responsibility as the guiding principles for its entrepreneurial endeavours geared towards the development of the company, the people who work there and the safeguarding of future generations. DANI expresses the ethical and strategic value of socio-environmental responsibility through research, innovation, inclusion and redistribution projects, which are reported annually in the "Sustainability Report", a global report which testifies to the company's attitude towards the integration of sustainability in all its forms: environmental, social and economic. The purpose of this document is to provide all stakeholders with a summary of the principles, activities and achievements in the various areas of sustainability.

The certifications/certificates that testify our commitment to overall sustainability:

Since 2018 Ecovadis sustainability rating	Since 2017 Accession to the United Nations Covenant	Since 2021 Total Sustainability certification

ENVIRONMENTAL PROTECTION

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

DANI is committed to analysing its impacts responsibly with the aim of improving on a daily basis.

Our environmental policy results in a direct commitment to:

· Comply scrupulously with all applicable laws, regulations and commitments we have freely entered into;
· Protect the environment by preventing pollution and minimising negative environmental impacts, while also ensuring the conservation of biodiversity and ecosystems;
· Clearly define the environmental improvement objectives for the attainment of which the Management sets up appropriate performance indicators and makes all necessary resources available;
· Monitor all significant environmental aspects (water, air, soil, waste, etc.) in order to limit their related impacts as much as possible;
· Promote an aware and efficient use of available natural resources;
· Inform, listen to and actively involve all stakeholders, first and foremost the workers and their representatives, by making them aware of the improvement goals and the activities required for achieving them;

The certifications/certificates that testify our commitment to environmental protection:

Since 2017 Environmental Management System	**Since 2019 LWG protocol**	**Since 2012 "Blue Angel" environmental product certification**
Since 2021 "Oeko-Tex" environmental product certification	**Since 2021 "Eco-friendly leather" environmental product certification.**	

SUPPLY CHAIN - SUSTAINABLE PROCUREMENT

The impact of an organisation stretches far beyond its perimeter, involving the entire supply chain.

DANI is committed to extending the principles expressed in its policies and code of ethics to all stakeholders offering, or benefiting from, products and services, favouring those that are sustainable, ethical and responsible.

The Sustainable Procurement Policy is reflected in our direct commitment to:

· Purchase goods and services that conform to the principles set out in DANI's Code of Ethics, which must also be complied with and signed by the counterpart;
· Include sustainability criteria as an integral part of the evaluation and selection process of suppliers of goods and services, rewarding entities that adopt appropriate and accountable management systems, processes and operations;
· Clearly define the supply chain improvement objectives for the attainment of which the Management sets up appropriate performance indicators and makes all necessary resources available;
· Assess the impacts of products and services provided by suppliers in order to reduce their impacts as far as possible, rewarding those with the lowest impact;
· Engage suppliers of goods and services in the improvement process with a view of obtaining sustainable, ethical and responsible products and services.

FIGHTING CLIMATE CHANGE

Human activities increasingly affect the Earth's climate and temperature, by adding huge quantities of greenhouse gases to those naturally present in the atmosphere. Addressing climate change entails implementing a carbon reduction strategy by means of concrete mitigation and impact reduction measures.

The Climate Policy embodies our direct commitment to:

· Adopt urgent measures to combat climate change by contributing to limiting the temperature increase to 1.5 °C compared to pre-industrial times;
· Achieve carbon neutrality by 2030 (as opposed to the European target of 2050) by reaching a balance between sources of emissions and greenhouse gas removals;
· Clearly define the environmental improvement objectives for the attainment of which the Management makes all necessary resources available;
· Gradually reduce our carbon footprint by means of the constant certified measurement of direct and indirect impacts and the implementation of technological and organisational efficiency measures;
· Implement the decarbonisation process also by means of an energy transition towards the gradual phasing out of fossil fuels.

The certifications/certificates that testify our commitment to fighting climate change:

Since 2023 CFO – Carbon Footprint for Organisation	Since 2011 CFP – Carbon Footprint of Products

HEALTH AND SAFETY IN THE WORKPLACE

Health and safety in the workplace (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 by adopting appropriate preventive and protective measures, so as to avoid - or reduce to the lowest possible level - the exposure of workers to work-related risks, reducing or eliminating occupational accidents and illnesses.

In compliance with the provisions of the law, **DANI is aware of its duty to take reasonable care of the safety of its employees.**

The Worker Health and Safety Policy expresses our direct commitment to:

· Ensure full legal compliance and all applicable voluntary requirements;
· Eliminate hazards and minimise risks to the health and safety of workers and of all internal and external stakeholders (partners, customers, visitors, etc.);
· Clearly define the health and safety improvement objectives for the attainment of which the Management sets up appropriate performance indicators and makes all necessary resources available;
· Promote the awareness of staff towards the commitments undertaken by the Management, by means of constant investment with targeted pathways of professional and personal growth;
· Ensure that the correct behaviour is adopted by the entire supply chain; by 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, by making them aware of the improvement goals and the activities required for achieving them;
· Constantly strive for the application and development of the best technologies that can increase safety standards.

The certifications/certificates that testify our commitment to health and safety:

SAFETY SYSTEM CERTIFICATION
DNV
ISO 45001

Since 2017
Health and safety management system

ENERGY

At DANI, we firmly believe that the efficient use of resources is everyone's duty, but also an opportunity for economic and sustainable growth. **We make use of 100% energy from renewable sources** supplied provided by photovoltaic power plants belonging to a number of management funds, located in various regions of Italy, in order to meet the Group's total electricity requirements of approximately 15 GWh per year. This energy supply will avoid the total emission of 18,000 tonnes of CO_2 over the next three years.

The Energy Policy embodies our direct commitment to:

· Ensure full legal compliance and all applicable voluntary requirements;
· Clearly define the energy objectives and targets for the attainment of which the Management sets up appropriate performance indicators and makes all necessary resources available;
· Sustain the procurement of energy-efficient products and services that have an impact on energy performance;
· Promote the correct use of plants, machines and equipment by all personnel in order to reduce energy consumption;
· Support planning activities that take into account the improvement of energy performance.

The certifications/certificates that testify our commitment to energy efficiency:

ENERGY MANAGEMENT SYSTEM DNV ISO 50001		
Since 2022 Energy management system		

SOCIAL SUSTAINABILITY

Social sustainability refers to the set of actions aimed at achieving **decent living conditions for all individuals**. This implies a wide variety of initiatives impacting above all on the legal, economic and cultural spheres. In general, social sustainability is achieved by eliminating poverty and creating basic conditions of dignity for the life of every human being. It is the way to build a fairer society.

The Social Policy embodies our direct commitment to:

· Ensure that we do not make use of or support the use of child labour as defined by ILO conventions;
· Ensure that we do not make use of or support the use of forced or compulsory labour;
· Ensure that we do not practise whatsoever form of discrimination;
· Respect the right and freedom of association of personnel, promoting dialogue with their representatives and providing appropriate facilities;
· Protect the health and safety of workers;
· Comply with the provisions of the regulations in force and the with the National Collective Labour Agreement with regard to working hours and remuneration;
· Appraise and promote the development of human resources, also by selecting new employees in a neutral and transparent manner;
· Respect and protect the environment and ensuring increasingly better working conditions;
· Promote the development of the local community, associations, schools, etc.;
· Ensure equal opportunities in the workplace, regardless of gender, sexual orientation, religious beliefs, political and trade union opinions, ethnicity, nationality, disability, promoting diversity and inclusion;
· Ensure the safeguarding of the human rights of all stakeholders on the basis of the corporate code of ethics.

The certifications/certificates that testify our commitment to social sustainability:

Since 2021 **UNIC Code of Conduct**		

HUMAN RESOURCES

Not personnel, but people. Resources that contribute to increasing the value of the company.
The aim is to enhance and develop the potential of collaborators in a fair, motivating and innovative working environment.

The Human Resources Policy embodies our direct commitment to:

· Invest in ongoing 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 self-reliance and personal fulfilment;
· Assess our employees on a regular basis with the aim of solving any emerging critical issues, integrating and improving training initiatives, building development and career plans based on potential, rewarding the most deserving;
· Take care of our employees by setting up and implementing corporate welfare plans;
· Promote social dialogue by means of regular talks with the workers' democratically elected trade union representatives;
· Extend employee safeguards and related social benefits through the establishment of a universal supplementary health plan with costs borne by the company;
· Ensure a correct balance between work and private life, a decent salary for all employees by applying the pay scales laid down in the sector's collective agreement.

TRACEABILITY AND ANIMAL WELFARE

The Animal Welfare Policy, also bearing in mind that the tanning of hides is not a direct part of the food chain, but rather we acquire a by-product from it, nevertheless represents our commitment to:

· Acknowledge animals as sentient beings and therefore bearers of rights;
· Promote the five freedoms singled out as early as 1965 by the Brambell Report, namely:
  - Freedom from thirst, from hunger and from bad nutrition;
  - Freedom to have a suitable physical environment;
  - Freedom from pain, from injury, from disease;
  - Freedom to manifest behavioural characteristics;
  - Freedom from fear and discomfort.
· Assess and select our raw material suppliers also on the basis of specific parameters that have regard for the animal's welfare throughout its life;
· Provide all necessary information to guarantee the origin of raw materials, such as places of slaughter, breeding, etc.

The certifications/certificates that testify our commitment to animal welfare:

Since 2009 Leather from Italy full Cycle	Since 2021 Traceability of raw materials	Since 2021 Ethical claim: we recover our hides and skins from the food chain.
Since 2022 Five freedoms for animal welfare	Since 2022 Animal Welfare risk analysis	

CHEMICAL PRODUCT MANAGEMENT

The Chemical Management Policy embodies our direct commitment to:

· Continuously check for updates in legislation and regulations regarding restrictions on the use of particular chemicals;
· Only make use of chemicals that comply with the REACH Regulation;
· Preferably work with product suppliers who are registered on the ZDHC portal and who have undersigned with Dani S.P.A. to comply with the requirements set out in the MRSL;
· Commit to comply with all requests, specifications and lists of restricted substances of ourstakeholders, ensuring adherence to compliance requirements;
· Have an in-house list of restricted chemicals with more stringent values than those required by law and check the compliance of our articles with this list;
· Comply with all rules on storage, warehousing and handling of chemicals in order to minimise risks to the environment and people;
· Disseminate at all company levels, by means of specific training courses, a culture aimed at the correct management, handling and storage of chemical products;
· Protect the environment and safeguard the health of our employees through the continuous search for technologically advanced products with a low level of risk.

The certifications/certificates that testify our commitment to chemical compliance:

Since 2008
Chemical product
REACH compliance

Cav. Giancarlo Dani
Chief Executive Officer & Chairman

Valerio Mazzasette
Managing Director

Andrea Sapri
Head of Sustainability & HSE Area