

SUSTAINABLE LEATHER®

DANI



Rev 0 – 20.10.2025

DANI Supplier Code of Conduct

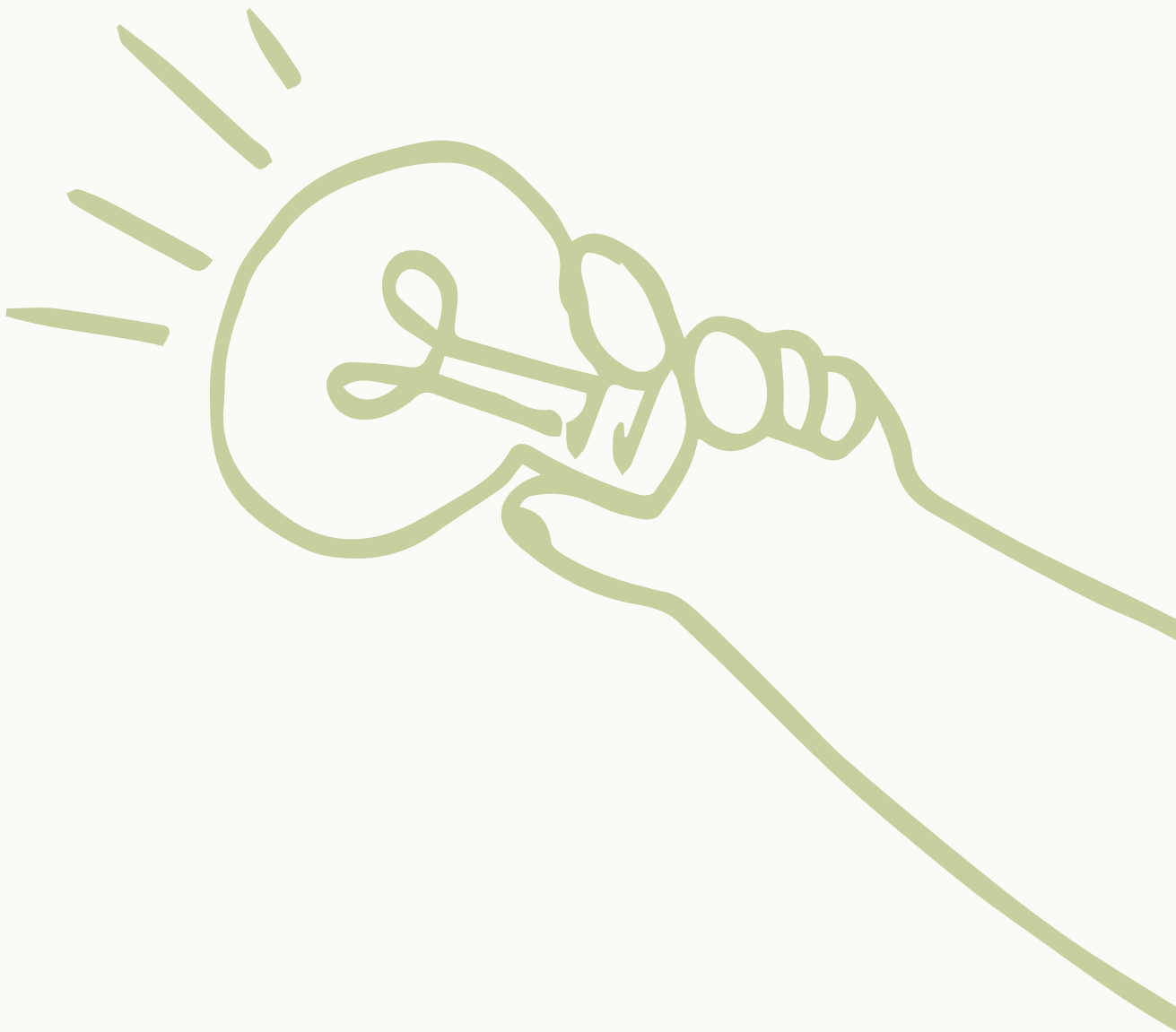
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Preamble

DANI S.p.A. has always *recognized* and *ensured*, in the management of its business—both in its internal relationships with employees and collaborators and in its external relationships with clients, suppliers, subcontractors, competitors, and institutions—the utmost respect for the *highest ethical* and *moral values*, inspired by the principles of equality, impartiality, honesty, transparency, fairness, and good faith, as well

as by the respect of Constitutional principles, the rules of our legal system, and the principles established by international labor conventions. Therefore, DANI favors business relationships based on integrity, respect, and responsibility. This Code reflects the core values expressed in the company's Ethical Code and corporate policies.



01

Addresses

This Code of Conduct sets out the ethical and behavioral standards that *all suppliers* of goods and services (the Suppliers) must adhere to when working with DANI.

Suppliers must also ensure that the *Principles* outlined herein are respected throughout their supply chain.



Fundamental Principles

2.1. COMPLIANCE WITH THE LAW

DANI expects Suppliers to always strictly comply with all applicable national, EU, and international laws and regulations.

2.2. SAFETY AND COMPLIANCE OF PRODUCTS AND SERVICE

The goods and services provided by Suppliers must comply with national and international laws and regulations, as well as meet the industry quality and safety standards required by DANI. The Supplier must ensure all information necessary to guarantee the origin of raw materials, such as slaughtering and breeding locations, etc., as well as comply with the provisions of regulation 2023/1115 (EUDR) aimed at combating deforestation and global forest degradation.

2.3. CONFLICT OF INTEREST

In order to build strong business relationships, Suppliers must avoid any behavior that could undermine trust. During their business relationship with DANI, Suppliers must never seek to gain any advantage from their personal relationships with DANI employees.

2.4. RESPONSIBILITY

The ideal of responsibility pursued by DANI requires Suppliers to always be aware of the consequences of their actions, particularly with regard to their potential external and long-term impact. This principle applies to many areas but must be considered with greater sensitivity when it comes to environmental and sustainability matters.

2.5. PROTECTION OF THE INDIVIDUAL

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This is a fundamental principle that should be understood both as respect for the individual in their physical and moral integrity and as the appreciation and development of every internal resource. Suppliers are therefore required to ensure equal opportunities and equal treatment for all employees, without discrimination based on ethnicity, nationality, language, age, gender or gender identity, disability, or religious, sexual, cultural, or political orientation.

2.6. ENVIRONMENTAL PROTECTION

DANI places particular emphasis on the external environ-

ment, also considering the specific nature of its production activities. DANI expects the same level of attention from Suppliers, who must act in compliance with applicable environmental regulations.

2.7. CONFIDENTIALITY

All information related to DANI's activities must be treated as strictly confidential, and Suppliers must allow access to such information only to employees directly involved in the project. Suppliers must never disclose any information about DANI to third parties unless explicitly authorized by DANI.

2.8. PRIVATE CORRUPTION

Suppliers must not give, offer, or promise, directly or indirectly, any payment or other benefit in an attempt to obtain or retain a contractual relationship or any other advantage, thereby gaining an improper benefit over other potential Suppliers. Suppliers must never attempt to influence DANI employees with gifts or perks that fall outside normal business practices.

2.9. BUSINESS ETHICS

Suppliers must refrain from any form of tax evasion, avoidance, money laundering, or other similar illegal activities.

2.10. RELATIONS WITH AUTHORITIES

In its relations with Italian, EU, and international Public Administrations and Authorities, DANI adheres to the principle of legality. DANI does not tolerate any behavior aimed at gaining an advantage from public officials and condemns all forms of corruption.

2.11. CONTINUOUS IMPROVEMENT

We give priority to Suppliers who can demonstrate compliance with the provisions of this Code and who are seriously committed to improving their performance.



Relations with Workers

3.1. HUMAN DIGNITY

The Supplier undertakes to respect all human resources and to avoid any form of discrimination based on age, sex, health, religion, nationality, political or sexual orientation. The Supplier also commits to intervening to stop and prevent discriminatory behavior among employees, as well as sexual or otherwise harassing conduct that may disturb individuals' sensibilities.

3.2. TRADE UNION RIGHTS

The Supplier undertakes to respect the freedom of workers to form and join trade unions of their choice and to carry out union activities in the workplace without engaging in discriminatory behavior.

3.3. HEALTH AND SAFETY

DANI is committed to promoting a culture of health and safety in the workplace, with the aim of continuously improving the prevention of accidents and occupational diseases. DANI therefore requires Suppliers to comply with all legal regulations concerning workplace health and safety. Suppliers must also take all necessary measures to ensure a safe, healthy, and decent working environment for all employees.

3.4. EMPLOYMENT RELATIONSHIP

Suppliers commit to applying current laws and sector collective agreements to employment relationships, including social security and insurance provisions.

3.5. COMPLIANCE WITH THE PRINCIPLES OF THE UNITED NATIONS GLOBAL COMPACT (ILO)

DANI recognizes and respects the universal principles of the United Nations Global Compact as core principles of an "ethical" enterprise and expects the same commitment from Suppliers. Suppliers' actions must therefore be guided by the following principles:

- promotion and respect for universally recognized human rights within their respective spheres of influence;
- rejection of all forms of human rights abuses;
- recognition of workers' freedom of association and the right to collective bargaining;
- elimination of all forms of forced and compulsory labor;
- elimination of all forms of illegal child labor;
- elimination of all forms of discrimination in employment and occupation;
- supporting a precautionary approach to environmental challenges;
- undertake initiatives that promote increasing environmental responsibility;
- encourage the development and dissemination of environmentally friendly technologies;
- combat corruption in all its forms, including extortion and bribery.



04

Environmental Sustainability

4.1. COMPLIANCE WITH ENVIRONMENTAL REGULATIONS

DANI is committed to environmental protection throughout its entire production chain and expects the same from its Suppliers. Suppliers must comply with applicable environmental laws and requirements, which include, among others: obtaining and maintaining permits for regulated activities; managing and disposing of hazardous materials; controlling emissions of contaminants affecting air, water, and soil; protecting natural resources and wildlife; prohibiting or restricting the use of specific substances; recycling materials; and respecting environmental rights.

4.2. ENVIRONMENTAL IMPACT

Negative impacts on the climate and the environment—particularly greenhouse gas emissions, which are a major cause of climate change—must be eliminated at the source or at least minimized through modifications to production, processing, and maintenance processes, as well as through material substitution, conservation, recycling, and reuse. DANI encourages Suppliers to collaborate in assessing the environmental impact of the entire production chain to minimize negative effects and to work together to further reduce the environmental impact of products.

4.3. ECO-FRIENDLY INNOVATION

DANI expects its Suppliers to use production processes aimed at reducing the waste of natural resources (with particular attention to the conservation of water and energy) and that promote their recycling and reuse.

4.4. RESOURCE PROTECTION AND CLIMATE SAFEGUARDING

All activities that could potentially harm human health or the environment must be properly managed, measured, and controlled before releasing any substances into the environment. Suppliers must be equipped with tools to prevent and reduce any accidental leaks or spills into the environment.

4.5. TRACEABILITY AND ANIMAL WELFARE

DANI expects its Suppliers to share the direct commitment to:

- respect national and international regulations regarding animal welfare and dignity;
- evaluate and select their raw material suppliers also based on specific criteria that consider the respect for animal welfare throughout the animal's entire life cycle;
- Provide all information necessary to ensure the origin of raw materials, such as slaughterhouses, farms, etc.

05

Compliance with the code and its monitoring

Compliance with the Principles and Commitments set forth in this Code is binding for Suppliers, just like any other contractual obligation. DANI reserves the right to conduct periodic audits, including through third parties, at both Suppliers and subcontractors to verify adherence to the Code. In the event of an audit, the Supplier agrees to:

- Allow access to their own facilities or those of their subcontractors;

- Collaborate transparently in the verification process by providing all necessary information and documentation;
- Implement any corrective actions in the event of identified non-compliances.

Failure to comply with this Code shall be grounds for termination of any relationship with the Supplier.



Internal reporting channel

DANI has established an internal reporting channel in accordance with the provisions of Legislative Decree 23/2024.

For this purpose, please refer to the following link: <https://www.gruppodani.com/it/politiche-aziendali-e-compliance>