



MERIDIANA srl a socio unico

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POLICY FOR THE ENVIRONMENT, THE SOCIAL RESPONSIBILITY AND TRACEABILITY

Meridiana Srl continuously invests in the search for alternative solutions for the treatment of hides, with particular attention to environmental impacts, the social sustainability of production processes and the traceability of raw materials: for this reason the Management has decided to create a Management System for the 'Environment, for Social Responsibility and for Traceability as required by the LWG Protocol (Leather Working Group), by the Code of Conduct for Social Responsibility UNIC (National Union of the Tanning Industry) and by the Technical Specification of reference ICEC TS SC 410. In this context, we believe that it is necessary:

- **monitor the environmental and social aspects** associated with our activity and that of the companies that operate on our behalf, and the fulfilments required by the relevant environmental and labor legislation;
- **define adequate management tools** to keep under control both the environmental, social and significant raw material procurement aspects, as well as the mandatory legislative obligations;
- **continuously improve their skills** to keep these aspects under control.

To achieve the aforementioned purposes, we have created a Management System for the Environment, for Social Responsibility and for the Traceability of raw materials, which allows us to:

- publicly demonstrate our commitment to the social issues that affect our workers and with them, all interested parties, and to monitor, and if possible, reduce and improve the environmental impacts associated with our activities
- try, where possible, to disseminate ever-increasing attention to the environment to companies that operate on our behalf
- monitor, as far as possible, the environmental and social aspects relating to suppliers that are significant for us
- promote dissemination activities among processing suppliers aimed at increasing their sensitivity towards the environment and social responsibility
- continuously monitor the information relating to the origin of the leather purchased, adopting the traceability principles dictated by the Technical Specification TS_SC410 and using management tools implemented for this purpose.

With this document we intend to define and make known to external interested parties and to all internal and external operators of the company the principles that we intend to follow in the management of our business, namely:

- ensure transparency and clarity in communication with customers and with the general public, including the authorities and control bodies, in particular as regards the environmental aspects associated with the tannery's activities, products and services;
- comply with principles of transparency, correctness and good faith in relations with institutions, customers, suppliers, competitors, avoiding unfair acts that violate the UNIC Code of Conduct and Social Responsibility signed;
- ensure full compliance with all mandatory, legal and regulatory requirements applicable on environmental, social and worker health and safety matters (including the National Collective Labor Agreement of the tanning sector);
- promote among employees a sense of responsibility towards the environment, understood as awareness of the "damages" or "benefits" in environmental terms that may derive from the processes and operating methods implemented;
- control and reduce, where possible, the company's environmental impact, through a constant search for optimal solutions aimed at reducing sources of pollution at the origin;
- improve environmental performance, to be achieved both with a reduction in the waste of resources such as raw materials and energy and with greater control of environmental costs, linked to the treatment (disposal/recovery) of waste;
- evaluate the effects on the environment of ongoing activities and of any other new activity, product or process that the Company intends to implement in the future and of the new goods/services it intends to use;
- define and periodically update adequate emergency procedures for the reduction of the environmental effects due to accidental situations;
- periodically evaluate the efficiency of its Environmental, Social and Traceability Management System;
- use adequate forms of communication to make the information necessary to understand the environmental and social effects of our activities available to the public, aimed at establishing an open and effective dialogue with all interested parties.

This Policy is disseminated in the Company so that it is known and supported by all personnel. It is also made available to the public ensuring that it can be consulted by external interested parties. This Policy is completed by environmental objectives and targets periodically planned by the Management and made known to the company personnel and to those who request them.