



RINO MASTROTTO

SOCIAL POLICY

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**RINO MASTROTTO** is a globally recognized leading company that operates in the field of the provisioning of materials to produce luxury goods. It can offer not only premium quality leather for segments such as leather goods, automotive, furniture and footwear, but also top-quality fabrics and high value-added services.

This Policy applies to all companies of RINO MASTROTTO, in Italy and abroad and is addressed to all stakeholders, or all people, such as those who belong to the employees of the companies of RINO MASTROTTO, including temporary or part-time workers, workers treated as such and employees working at the Company's premises.

It is also addressed to all those who collaborate directly or indirectly, permanently or temporarily with RINO MASTROTTO (including, for example, consultants, suppliers, agents, representatives, intermediaries, etc.) and anyone, that in various ways, maintains business relations with Group's companies.

**RINO MASTROTTO** is committed to respecting **human rights**, not only for all its employees, but also for all those who work in the supply chains and contribute to the creation of the value chain. In all the countries where we operate, we promote a **fair and inclusive** work environment that guarantees equal opportunities, respect for diversity and absence of discrimination, the utmost attention to human rights, the application of the most up-to-date laws on workers' rights, workplaces that comply with any applicable **health and safety** laws or regulations.

As written in our Code of Ethics and Conduct, in use since 2012 and its subsequent updates, to which this policy is inspired, we want to make a particular reference to the aspects below indicated:

**HUMAN CAPITAL.** RINO MASTROTTO believes that human resources represent an essential and precious value for its existence and future development. Resources management is inspired by a merit-based criteria and the principle of equal opportunities, in order to support the professional growth of each one within a setting that facilitates collaboration, respect and peace of mind.

**ETHICAL BUSINESS.** RINO MASTROTTO shares, accepts, and complies with ethical principles such as legality, equality, impartiality, transparency, correctness, reliability and professionalism, condemning any form of corruption and attitude or behaviour that is not in line with its own ethical principles.

**COMMUNITY and ENVIRONMENT.** The Group takes the view that protection of the environment, the responsible procurement of raw materials and the sustainable development of the territories in which it operates are of the utmost importance for the rights of the community and future generations.

In adopting this Social Policy, we have been inspired by the main guidelines, standards and international conventions on human rights, such as:

- United Nations Global Compact (UNGC) principles on Human Rights, Labor, Environment and Anti-Corruption
- Universal Declaration of Human Rights (OHCHR)
- International Convention on Civil and Political Rights of the United Nations
- International Convention on Economic, Social and Cultural Rights of the United Nations
- UN Sustainability Development Goals according to Agenda 2030
- Fundamental Conventions of the International Labor Organization (ILO)
- The guiding principles on Business and Human Rights: implementing the UN "protect, respect and remedy" framework (UNGPs)
- Charter of Fundamental Rights of the European Union (CFR)
- OECD Guidelines
- legislation in force on the subject, in the countries in which RINO MASTROTTO operates

We have set ourselves the goal of providing all the appropriate tools to avoid human rights violations or any negative impacts on the people the Group collaborates with by involving all the necessary figures along the supply chain. Concerning the respect of social issues, RINO MASTROTTO has specific expectations from its commercial partners, requiring its suppliers to formally commit to promote safeguard of human rights within their production sites as well as among their subcontractors.

We categorically prohibit the use of suppliers who have perpetrated serious violations of human rights and fundamental freedoms.

The Social Policy of RINO MASTROTTO incorporates and supports the 2030 agenda and the United Nations Sustainable Development Goals, by identifying the following purposes as the most relevant:



## HUMAN RIGHTS

RINO MASTROTTO respect, promote and safeguard the human rights, is actively engaged for the elimination of child labor and the abolition of modern slavery, forced and coerced labor, respecting all people whose lives are directly or indirectly influenced by the Group.

We recognize the **Right of freedom of association and collective bargaining** to all personnel who may form, be involved, or join trade unions and/or sector organizations that defend and promote their interests. We also want to ensure right of collective bargaining, freedom of opinion and the protection of employee representatives, by maintaining a constructive and open dialogue with trade union representatives and all staff. No form of retaliation may arise from the exercise of this right.

We do not tolerate any type of **forced labor, child labor or human trafficking** in any way. Particular attention is given to the rights of children and young people. A special type of protection is provided to workers who, from the allowed minimum age up to 18 years of age, must be exempted from carrying out dangerous activities, working more than the contractual hours and during night shifts. Furthermore, every other limitation envisaged by the applicable regulations for people under the age of 18 must be considered effective, that among other protections, must be easily identifiable through any useful feature for the purpose. These indications shall be considered mandatory with regard to the Group's suppliers too.

RINO MASTROTTO guarantees the **Right to fair, equitable and appropriate working conditions**; each person must be treated with respect, in a fair and good way, being paid in accordance with applicable laws, including minimum wages, overtime and benefits. Working hours must not exceed the limit established by national laws and regulations in force.

In addition, workers all have the guarantee that their workplaces are free from any kind of harassment, intimidation or violence, which is prohibited by the company in any form, as well as any behaviour that could lead to an intimidating, offensive or hostile work environment.

## **DIVERSITY, EQUITY & INCLUSION**

RINO MASTROTTO **rejects any kind of discrimination and promotes the diversity** of personnel, in terms of age, sex, sexual orientation or gender, in personal and social conditions, race, ethnicity, nationality, language, political and trade union opinions and religious beliefs, pledging to offer equal work opportunities and professional careers to all staff. We are committed to creating a workplace where all people can develop their full potential regardless of disability, mental health status, marital status, pregnancy or maternity status, employment contract, status, socio-economic status or any other protected category envisaged by the regulations in force.

Personnel from foreign countries has to enjoy the same rights as local personnel; we want to attract, select and retain a composition of staff that encourages elements of diversity for each job position within the Group, voluntarily formalizing the following commitments:

- by joining the principle of inclusion, equity for all Group personnel, as well as zero tolerance towards all forms of discrimination, harassment, and bullying
- ensuring that skills and professional background are the only criterion for the selection and professional development of staff
- creating a workplace based on mutual respect, inclusion and non-discrimination aimed to ensure a culture that promotes dialogue and the contribution of all staff
- promoting a working atmosphere that integrates, develops, and retains disabled people
- protecting staff from any retaliation following complaints relating to episodes of discrimination

RINO MASTROTTO acts to protect the diversity and the inclusion of staff, not only when they work at the Group's sites, but also during customers' visits or during events and business trips.

The role of applying the Diversity and Inclusion Principles is attributed to their own management figures, such as managers and managers of function or area, as they are involved in the daily supervision of staff and in the recruitment process, selection, promotion and training.

## PROTECTION OF WOMEN

Confirming the utmost commitment to the inclusion of diversity and respect for human rights and equal opportunities, RINO MASTROTTO embraces the principles devised by the United Nations, drawing inspiration from the **Women's Empowerment Principles (WEP)** as a guide for promoting gender equality and women's empowerment in the workplace, on the market and in the community.

Recognizing the role that the company has in consolidating the position of women in the company by giving all female workers equal career opportunities, pay and professional fulfilment as well as developing female talent, with the following principles we want to:

- establish a corporate culture and a management that aims at gender equality
- ensure equal treatment between men and women and support human rights and non-discrimination
- ensure the health, safety and well-being of all workers
- promote the education and training and professional development of women
- implement business development, supply chain and marketing practices that recognize the power of women
- promote equality through social initiatives
- measure and disseminate progress with the aim of achieving gender equality

## HEALTH & SAFETY

RINO MASTROTTO includes in this Policy a special section dedicated to **Health and Safety in the Workplace**, committing itself to respect, safeguard and promote the protection of the health and safety of workers both internal and external. We have decided to address the safety aspects of all existing company activities also with a perspective of future planning, by having the following objectives:

- continuously improve the health and safety conditions of workers in the workplace, by providing organizational, instrumental, and economic resources available
- prepare and maintain safe and healthy workplaces in compliance with current legislation on workers' protection and prevention of accidents, in order to ensure their psychophysical integrity
- minimize risks arising from the probability of accidents,, injuries or other non-conformities through preventive actions and internal monitoring of any critical situations from a health and safety point of view
- organize the entire company structure, from the employer, Prevention and Protection Service Manager, supervisors, security officers, employees, to temporary workers in such a way that everyone is involved, according to their responsibilities and skills, to achieve the assigned safety targets.

We want to ensure the health and safety rights thanks to healthy and safe workplaces, by applying procedures and regulations on occupational risks rather than preventing accidents and diseases; putting them into effect we assure that

- compliance with current legislation on health and safety in the workplace shall be considered as a mandatory duty
- the assessment of all occupational risks, understood in the broadest sense, constitutes a preventive and fundamental obligation for the organization of each activity
- information on business risks is disseminated to all workers and their training is carried out and updated with specific reference to their tasks
- all workers are educated, informed, trained and sensitized to carry out the tasks assigned to them in terms of safety
- the company structure can be adjusted for contributing to the achievement of the assigned safety targets

- all workers are equipped with personal protective equipment (i.e. PPE), if required by the risk assessment, in order to comply with the legislation and the highest standards about protective equipment to prevent accidents and occupational diseases
- the physical integrity of workers is safeguarded according to the use of machines, systems and equipment by the application of safety devices
- the health of workers, third parties and the community in which the company operates is safeguarded, depending on the use of machines, systems and equipment with particular reference to operating methods and organizational aspects
- for a correct and a safe management of chemical substances in the internal and external areas of the company procedures and strategies are in place, with specific reference to the protection of people's safety and the environment during the phases of purchase, storage, handling and disposal of these substances
- comfortable and safe workplaces are covered by paying attention to the ergonomics of workstations in the office as well as workstations dedicated to the use of machinery
- address quickly and efficiently any type of notification or need that may be encountered during the work activities
- all corrective actions are in place to prevent the recurrence of accidents and protect workers
- cooperation between different company resources and collaboration with business organizations and external authorities are fostered

## **EMERGENCY MANAGEMENT**

A strategy for emergency preparedness is also implemented, drawn up by the Prevention and Protection Service Manager and competent bodies, chosen by the Company, to guarantee the safety and health of workers, third parties and the community in which the company operates, by:

- escape routes and first aid devices (e.g. first aid kits, fire extinguishers, absorption kits, etc.) in all workplaces
- procedures and measures for fire management
- procedures and measures for the management of chemicals (spills) in case of emergency
- procedures and measures to be adopted in case of natural events (e.g. earthquake, flood ...)
- procedures and measures to be adopted in the event of emergencies at water treatment plants or air emissions abatement plants
- procedures aimed at guaranteeing operational continuity during emergencies
- first aid procedures in case of accidents to people (e.g. electric shock)
- procedures to be adopted in the event of a pandemic risk

## **RESPONSIBLE SOURCING: SOCIAL ASPECTS and IMPACTS**

RINO MASTROTTO rejects any form of child or forced labour in its value chain, including the cultivation and harvesting of cotton; therefore, it prohibits, by way of example but not exhaustive, the use of cotton from Uzbekistan and the Xinjiang region in China, areas where forced or child labour practices have been identified.

All suppliers working for RINO MASTROTTO undertake not to use and/or purchase cotton grown in these areas where criticalities similar to those described above have occurred.

## REPORTING CHANNEL

In order to implement the principles of this Policy, RINO MASTROTTO has adopted appropriate processes aimed at guaranteeing respect for human rights throughout the value chain, with particular reference to the suppliers and communities involved in it. It is given the possibility of using a Whistleblowing channel for reporting unlawful behaviour and/or violations of the Code of Ethics, in compliance with current directives and following the minimum common standards to ensure a high level of protection for people who report violations of law. For the creation of communication channels both inside and outside the organisation refers to the provisions of the Code of Ethics and Conduct.

In addition, we undertake to organize periodic training activities in order to raise staff's and suppliers' awareness on ethical issues, including respect for human rights and the development of virtuous behaviour.

RINO MASTROTTO aims to maintain constant and transparent communication with all its stakeholders, listening to the needs of all internal and external interested parties, to ensure correct implementation of the Social Policy and facilitate compliance.

## ADOPTION, IMPLEMENTATION AND DISSEMINATION

The recipients are required to know the contents of the Social Policy, are obliged to observe the principles contained in it, and are called to actively promote its observance.

**RINO MASTROTTO will not tolerate any violation of this policy.**

To this end, RINO MASTROTTO undertakes to ensure maximum dissemination of this Policy, by the use of appropriate knowledge and training tools and awareness of its contents, by the training sessions provided for the staff, by displaying it on company bulletin boards rather than by publishing it on the company's website ([www.rinomastrotto.com](http://www.rinomastrotto.com)).

RINO MASTROTTO is committed to maintaining a constant and transparent communication with its stakeholders, listening to the needs of all internal and external stakeholders, in order to ensure the correct implementation of the Policy and facilitate the commitment of the same.

To protect the rights of people in the supply chain, we require our suppliers to sign the Code of Ethics and the Code of Conduct, making them responsible for the various points and recommendations.

We also call for the implementation of plans and initiatives addressed to all personnel for the training and dissemination of rights guaranteed to all categories, sharing with RINO MASTROTTO any type of documentation to support their commitment in the social field.

RINO MASTROTTO assigns to the Health and Safety managers and to the Human Resources managers the responsibility to monitor the respect of this Policy with a view of continuous improvement through appropriate KPIs. They in turn have the obligation to report to the Company's Chief Executive Officer, who assumes responsibility for overseeing the implementation and reporting progresses and impacts to the Board of Directors.

RINO MASTROTTO submits this policy to periodic review reserving the right to modify any procedures in this Policy if deemed appropriate, including, but not limited to, changes required by local legal or regulatory requirements. This Policy approved by the Board of Directors on 31<sup>st</sup> of May 2023, will be regularly updated whenever deemed necessary to reflect ongoing developments in ESG and best practice developments.