



# RINO MASTROTTO

SUSTAINABILITY POLICY



## SUSTAINABILITY POLICY

**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, namely all persons, such as employees, shareholders or shareholders, customers, suppliers and all those who may be affected and indirectly involved, permanently or temporarily, by the Group's activities.

**RINO MASTROTTO** has identified sustainability as a key role in integrating ESG (i.e. environmental, social and governance issues) within its strategic guidelines and in the conduct of its activities in line with the aims set out in the 2030 Agenda. Primary objectives are to:

- disseminate, encourage and promote a corporate culture oriented to ESG principles within RINO MASTROTTO
- define, consolidate and guide the business strategy of RINO MASTROTTO in the context of sustainable growth, in order to create value for both the Company and its stakeholders.

### THE RINO MASTROTTO'S SUSTAINABILITY PATH

This Policy is in line with the Code of Ethics and Conduct, documents adopted since 2012 and subsequent updates, with particular reference to the following aspects:

- Protection of the environment and animal species: *RINO MASTROTTO firmly believes in the importance of its contribution in terms of respect for the environment and animal welfare, undertaking to minimize the negative impact of its activities on the environment and to implement, also through its Suppliers, all the necessary precautions to avoid or in any case minimize suffering and inconvenience to animals.*
- Value of human resources: RINO MASTROTTO believes that its human resources represent an indispensable and precious value for its existence and future development. The management of human resources is inspired by the criterion of merit and the principle of equal opportunities, in order to support the professional growth of each individual within an environment that favors collaboration and respect.
- Promotion of an 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 behavior that is not in line with its own ethical principles.
- Behavioral obligations and prohibitions: RINO MASTROTTO implements in all its offices a set of prescriptions, values and rules of behavior to be respected in the conduct of business and in relations with customers, suppliers, employees, collaborators, competitors, the community and the environment as well as in the organization and management of the Group companies, for the purpose of creating an effective system of control of activities such as to ensure the prevention of the commission of crimes (eg for Italy Legislative Decree No. 231 of 8 June 2001 is in force). No corporate activity or operation can lead to conduct that violates the relevant legislation in the countries in which the Group operates.



Other important and founding documents are:

- Environmental Policy, adopted in 1999 and subsequent updates.
- Occupational Health and Safety Policy, adopted in 2010 and subsequent updates

RINO MASTROTTO is firmly convinced that sustainability is a fundamental factor for the achievement of its strategic objectives, for the continuous improvement of its performance and for the maintenance of its identity. For this reason, the Group has already embarked on a process of integrating its characteristic know-how with ESG principles, strengthening its commitment through the publication of the following documents, together with this Policy:

- Environmental Policy expanded and referring to Environmental Management System, water and its responsible use, energy, circular economy and waste management, recycled fibers, chemical management, greenhouse gases and air emissions, noise, deforestation and biodiversity
- Animal Welfare and Traceability Policy and responsible sourcing
- Social Policy which includes human rights, health and safety, emergency management, diversity equity and inclusion, women's protection, social aspects and impacts in the procurement of raw materials
- The drafting of the Sustainability Report that the Company , on a voluntary basis reports annually from 2019, using as a reference the GRI standards.

In order to direct its strategic choices and daily actions towards assessments that take into consideration environmental, social and governance criteria, RINO MASTROTTO undertakes through this Policy to:

- protect, promote and encourage the observation of ESG principles by the recipients;
- provide guiding principles for relevant consideration of environmental, social and governance aspects.

In applying the Policy, RINO MASTROTTO also intends to contribute to the achievement of the Sustainable Development Goals of the United Nations.

## **OUR CULTURE**

Promotion of craftsmanship, innovation and great manufacturing quality are the main drivers that distinguish the culture of RINO MASTROTTO and its peculiar enhancement of Made in Italy, also encouraging, where possible, the use of local suppliers.

Acknowledging the value and importance of these principles also at a global level, RINO MASTROTTO believes in craftsmanship, protecting the products of the territory and defending the skills and competences of local businesses, with a view to creating shared value.

In order to spread and promote a continuous dialogue with the community in which it operates, RINO MASTROTTO realizes a relationship of close synergy and trust with institutions and institutions, maintaining a continuous dialogue with the community in which it operates, also through the realization of initiatives, events and activities in the cultural, artistic, social and sports.



## PROTECTION, SAFEGUARD OF THE ENVIRONMENT and CLIMATE

RINO MASTROTTO considers the environmental protection of the places in which it operates at the center of its attention, trying to minimize and mitigate any possible climatic effect that may derive from it. To contribute to the protection and safeguarding of the environment and ecosystems, it undertakes to develop strategies and initiatives aimed at minimizing the impact on the environment associated with the performance of its business activities. The Company has adopted an Environmental Policy which outlines the guidelines for the management of all environmental issues on which it may have a direct or indirect impact.

RINO MASTROTTO is committed to a business with a circular economy perspective; in particular, it monitors the consumption of energy, materials such as paper and plastic, and water resources, defining strategies for the recycling of them. For RINO MASTROTTO it is essential that greenhouse gas emissions are identified according to the sources from which they come. In this regard, the commitment takes the form of constant monitoring and reduction of emissions, through energy efficiency initiatives, the development of "green" technologies and the use of energy vectors generated from renewable sources. This commitment is also carried out thanks to the control of chemical products, waste and water discharges through constant monitoring of the substances they contain.

RINO MASTROTTO traces the origin of materials of natural origin to ensure the respect and protection of workers and the environment in the countries and places where they originate, condemning every possible phenomenon of deforestation and facilitating biodiversity.



Ensure availability and sustainable management of water and sanitation for all



Ensure access to affordable, reliable, sustainable and modern energy for all



Ensure sustainable consumption and production patterns



Take urgent actions to combat climate change and its impacts



Protect, restore and promote sustainable use of terrestrial ecosystems

## ANIMAL WELFARE

RINO MASTROTTO gives particular attention to the procurement of materials of animal origin, preparing a dedicated policy that does not tolerate the suffering and discomfort of animals from whose, after slaughtered for food purposes, raw hides to be used in the production activity are recovered.

We trace the origin of the goods and classify the sources, whether they are traders, slaughterhouses or suppliers of semi-finished leathers, also on the basis of the guarantees they are able to offer for protection.



## THE SOCIAL COMMITMENT

For RINO MASTROTTO it is essential to promote a culture of development of its people, based on the founding principles of equity, inclusion, respect for human rights and the enhancement of its human resources and of all the people who belong to the value chain. For this reason we promote a culture of diversity and equal opportunities, by removing all forms of discrimination and moral or psychological violence related to gender, age, ethnicity, religion or sexual orientation, promoting an inclusive workplace.

We promote training courses so that employees are motivated towards continuous improvement and professional growth, through initiatives aimed at developing technical, managerial and organizational skills, paying attention to maintaining safe and healthy workplaces, in compliance with current regulations and national and international health and safety standards.

RINO MASTROTTO conducts its business activities in full respect of human rights, in order to promote freedom of association and collective bargaining and to combat forced and child labor along the entire value chain. These commitments are formalized within the Social Policy.



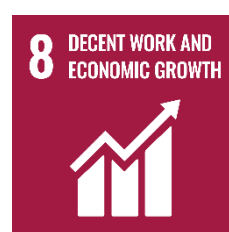
Ensure a healthy life and promote the well-being of all ages



Ensure inclusive and equitable quality education and promote learning opportunities for all



Achieve gender equality and empower all women and girls



Foster lasting, inclusive, and sustainable economic growth, full and productive employment, and decent work for all



Reduce inequality within and among countries

## APPROACH TO GOVERNANCE

RINO MASTROTTO in accordance with its management models and systems, has always carried out its activities in compliance with current legislative provisions, local, national and international regulations, as well as with the principles of transparency, correctness and reliability through the implementation of mechanisms and procedures, such as for example the aforementioned Code of Ethics and Conduct. Corporate Governance is inspired by principles of ethics and integrity, which contemplate elements of diversity of the individuals who are part of it, such as skills, gender and age.

Our due diligence policies ensure that our suppliers follow the RINO MASTROTTO Code of Ethics and Conduct.

The Group undertakes to promote a corporate vision and principles in the ESG area by developing guidelines, updating plans for top management also through the creation of a Sustainability Committee chaired by function managers and by measuring performance linked to ESG objectives, from implemented through a Governance Policy.

RINO MASTROTTO intends to better manage situations and events that may be in conflict with the principles defined here, through risk monitoring, preparation and implementation of protocols.



## **VALUE CHAIN**

With reference to the value chain, RINO MASTROTTO promotes fair relations and sustainable behavior along the supply chain, favoring purchases from local suppliers, in order to support the local economy, maintain relations with the community and minimize the carbon footprint resulting from the movement of goods.

## **PRODUCT SUSTAINABILITY**

RINO MASTROTTO aims to create innovative and sustainable products, both in terms of the product itself and in the ways in which they can be used.

The Group undertakes to proactively seek new solutions and new low-impact materials, satisfying the requests of all stakeholders, always and in any case guaranteeing the supply of products of the highest quality and high durability that best reflect the needs and expectations of customers, subjecting the products to stringent quality and safety tests in compliance with the required requirements and/or in compliance with the regulations in force in the field of safety and healthiness of the same.

RINO MASTROTTO develops relationships of trust with customers and establishes a continuous dialogue with them, especially with reference to potential strategic customers. In order to protect the privacy of the same, it guarantees confidentiality on all the information of which the company has become aware due to the exercise of its functions.

## **ADOPTION, IMPLEMENTATION AND DISSEMINATION**

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

To this end, RINO MASTROTTO undertakes to ensure maximum dissemination of this Policy, through the use of appropriate knowledge and training tools and awareness of its contents, by the training sessions planned 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 their commitment in the field of sustainability.

RINO MASTROTTO attributes the responsibility for implementing this Policy to the ESG function and the internal Sustainability Committee monitoring its application with a view of continuous improvement. These in turn responds to the Company's Chief Executive Officer, who assumes responsibility for overseeing the application and reporting its progress and impacts to the Board of Directors.

RINO MASTROTTO submits this policy to periodic review and reserves 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.