

La Veneta

VSSL01a

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## Company Health and Safety Policy

The Conceria La Veneta Spa has strived to improve safety and health in its plants through the years, investing both in terms of work organization and planning, and as pertains to machinery and equipment safety. Great emphasis has constantly been placed on the prevention of occupational diseases and accidents, and our main goal is to make the working place as safe and wholesome as possible.

To that end, the Board has committed to implement a series of health and safety measures in accordance with the Uni INAIL and Lavoro Sicuro guidelines and recommendations (as established by the Italian law).

The Board hereby declares that it shall:

- Abide by the rules and norms pertaining to workplace safety and health, as established by the Italian law;
- Ensure that all Conceria La Veneta employees and workers adhere to and implement the SGSSL (workplace health and safety program), regardless of position in the company chart; in addition, the Board shall make sure that they act responsibly within their specific domains of activity and expertise, therefore promoting a culture of safety and workplace health;
- Ensure that all business processes are carried out in accordance with the afore-mentioned safety and health program, so that all health and safety-related goals are perceived as strategic goals in and of themselves;
- Promote a constant commitment to improvement in terms of safety and prevention;
- Provide all the necessary resources for the implementation of the health and safety program, both in terms of workforce and tangible or intangible tools;
- Ensure that all employees and workers are properly educated in terms of health and safety, so that awareness is raised and responsibility fostered;
- Promote participation of all employees and workers, as well as their representatives - in education, emergency readiness, risk assessment and prevention courses and training programs - in accordance with the law and company regulations;
- Review the workplace health and safety policy on a regular basis, carefully taking all the SGS goals and programs into consideration, in an attempt to constantly improve their implementation;
- Aim for an ever more efficient safety policy, in order to ensure higher levels of well-being among workers and employees, by means of regularly devising programs which shall specifically indicate goals, the actions needed to achieve them, as well as the time frames and deadlines for complete attainment.

The company board