

RIVADAVIA

INDUSTRIA CONCIARIA SPA

Via dell'Olmo, 20 - 56022 Castelfranco di Sotto (PI)
Tel. 0571-480380 – Fax. 0571-480701 mail:info@rivadavia.it

SUSTAINABILITY STATEMENT

Year 2025

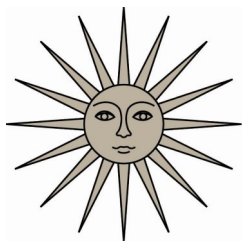
Our Commitment to Sustainability

Since its foundation, Rivadavia Industria Conciaria has been committed to a development that respects both people and the environment, aiming to reduce the impact of its production, including ethical aspects and social responsibility. Over time, the company has structured its organization by increasingly integrating aspects related to product quality, environmental management, social responsibility, and workplace safety.

To demonstrate this commitment, the company has achieved:

- ISO 14001 certification in 2008
- Adherence to the UNIC Code of Conduct and Social Responsibility in 2013
- MADE IN ITALY Certification in 2015 (UNI 11239), updated in 2016 (UNI EN 16484)
- Compliance with the new ISO 14001:2015 edition in 2018
- LWG protocol adherence and "Silver Rated" certification in January 2025 (expiring Jan. 2027), category: Commissioning Manufacturer

These milestones are objective elements to demonstrate professionalism and sustainability to clients, suppliers, partners, employees, and all stakeholders.



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Company Policy

All the results achieved to date are based on a clear company policy driven with determination by the management for several years. The commitments stated are not merely formal declarations but serve as essential guidelines never relegated to second place.

ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICY

In the face of a commitment to a development that respects social and environmental values, in the desire to improve its performance and its image in a very competitive and dynamic market, the Management of Rivadavia Industria Conciaria, in addition to maintaining constant attention to compliance with the requirements for determining the origin of leather production, through the Management System for Social Responsibility; is committed to preventing pollution, to guaranteeing the safeguarding and protection of the environment and to pursuing continuous improvement of its environmental performance, minimizing the risks related to the activities carried out and the products/services provided, through the adaptation of its Environmental Management System to the standards of the new international standard UNI EN ISO 14001:2015.

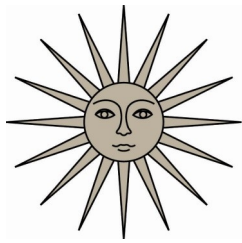
In this context, we believe it is necessary to:

- monitor the environmental aspects associated with our activity and that of the companies that operate on our behalf, and the obligations required by the relevant environmental legislation
- define adequate management tools to monitor both the significant environmental aspects and the binding legislative obligations.
- communicate to all personnel the importance of complying with the requirements defined by the Client and those applicable based on the UNI EN 16484 standard "Requirements for determining the origin of leather production".
- continuously improve our ability to monitor the aspects and activities related to the identification and traceability of the product.

To achieve the aforementioned goals, we have created an Environmental Management System consistent with the requirements of the ISO 14001 standard, subsequently integrated in compliance with the UNIC Code of Conduct and Social Responsibility, which allows us to:

- have an effective tool to manage activities from both an environmental and ethical and social point of view
- publicly demonstrate our commitment to the social issues that concern 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 spread the "ethical and environmental spirit" to the companies that operate on our behalf
- monitor, as far as possible, the environmental and social responsibility aspects relating to suppliers that are significant for us
- promote dissemination activities aimed at increasing their sensitivity to the environment and social responsibility among suppliers of work that operate on behalf of Rivadavia.

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



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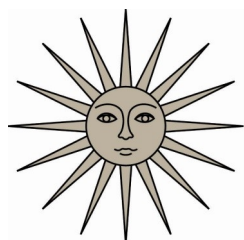
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- full compliance with all mandatory, regulatory and legislative requirements applicable to its environmental aspects and its products, as well as the legislation on labor matters including, in particular, the Workers' Statute and the National Collective Labor Agreement and the Constitution of the Italian Republic
- implement adequate management of risks and opportunities related to the environmental aspects of the activities and products of the Tannery, as well as its compliance obligations, also in a broader perspective of corporate protection;
- the promotion among employees of a sense of responsibility towards the environment, understood as awareness of the "damage" or "benefit" in environmental terms that may arise from the operating processes and methods implemented;
- the control and reduction, where possible, of the company's environmental impact, through constant search for optimal solutions aimed at reducing the sources of pollution at their origin.
- the continuous improvement of environmental performance, to be achieved both with a reduction in waste of resources such as raw materials and energy and with greater control of environmental costs, linked to the treatment (disposal/recovery) of waste
- the continuous improvement of working conditions of internal staff and, as far as possible, of workers involved in the supply chain; with the commitment also to not use and discourage child labor, forced, discriminated, unsafe or in any case outside the protections provided by law, by the CCNL
- the assessment of the effects on the environment of ongoing activities and of any other new activity, product or process that the Company intends to carry out in the future and of the new goods/services that it intends to use;
- the definition and, if necessary, the updating of emergency procedures for the reduction of environmental effects due to accidental situations;
- periodic assessment of the efficiency of its Environmental Management and Social Responsibility System
- the use of appropriate forms of communication to make available to the public the information needed to understand the environmental and social responsibility effects of our activities, aimed at establishing an open and effective dialogue with all interested parties
- respect for the principles of transparency, fairness and good faith in relations with institutions, customers, suppliers, competitors, avoiding unfair acts that violate the Code of Conduct and Social Responsibility signed.

This Policy is distributed throughout 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 complemented by environmental objectives and targets periodically planned by Management and made known to company personnel and those who request it.



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Commitment to environmental sustainability

Rivadavia began implementing the Environmental Management System in 2007, achieving the UNI EN ISO 14001 certification in 2008.

In 2018, the company renewed its certification with the Certification Body I.C.E.C. (Accredited by Accredia) of reference in Italy for the leather sector, as a result of the issuing of the new edition of the UNI EN ISO 14001:15 standard.

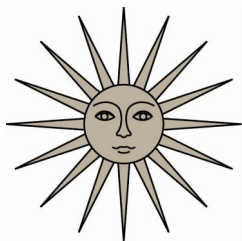
The Management System has allowed the Tannery to systematically pursue the continuous improvement of performance also on the environmental front, understood both as greater

efficiency of production processes and greater control over the various processing phases also with a view to reducing costs.

Periodically, the company undertakes to define improvement objectives in line with what is expressed in the Company Policy; suppliers are also regularly involved in monitoring environmental impacts and compliance with applicable legal requirements.



Environmental Certification ISO 14001:2015
N: CERT-078-2015- EMS -ICEC – Accredited by Accredia



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Social Responsibility

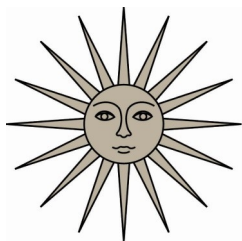
In terms of social responsibility, Rivadavia has been one of the first tanning companies in Italy obtaining in 2013 the certificate of compliance with the UNIC Code of Conduct and Social Responsibility (See ICEC Certificate No. 006), on the basis of the certification issued by ICEC (Certification Institute for Quality in the Tanning Sector).

In the face of the ever-increasing demand for legality and transparency in the fashion sector production chains, Rivadavia has decided to adhere to the UNIC Code and to undergo regular verification activities by an Accredited and expert Body such as I.C.E.C. for the leather sector, in order to provide concrete answers to all interested parties ('stakeholders').

This certification allows the company to guarantee its customers with regard to full compliance in terms of: labor regulations and worker protection (child labor, forced labor, discrimination, freedom of association, working hours, remuneration), health and safety, respect for the environment, professionalism and fairness on the market.



Social Responsibility Certification
N: CERT-006 -ICEC



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LWG Leather Working Group Audit Protocol

The LWG (Leather Working Group) audit protocol is a tool for assessing the environmental performance of leather manufacturers (brands, producers, suppliers, end users) worldwide.

It certifies the effort towards ecological production and systemic management of Quality, Environment, Safety and Ethics, as required by market needs.

This environmental audit protocol was developed by leather brands and manufacturers, with the contribution of NGOs such as WWF and Greenpeace. It is regularly updated to ensure that it remains relevant and takes into account the needs and evolution of the sector, as well as providing the mechanism for gradual improvement.

It is based on a series of audits on various aspects (in particular environmental, social, safety, raw material traceability) that include several sections with over 200 questions. Each answer is assessed individually and finally the scores are accumulated. To achieve a certain rating, a minimum score is required in each area. This is represented by the Audited, Bronze, Silver and Gold awards that are used in the LWG scheme.

Rivadavia achieved the "Silver Rated" certification for the "Commissioning Manufacturer" category in January 2025



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Italy

LWG Protocol Certification nr. RIV101 dated 13/01/2025
Scope of the audit: Category D-Tanned hides to finished leather
Audited against the Leather Working Group Commissioning Manufacturer Audit