

Prodital Leather Code of Ethics

Introduction

Prodital Leather is committed to operating according to the highest standards of integrity, transparency, and social responsibility. This Code of Ethics defines the principles and values that guide our behavior and decisions, both within the company and in our relationships with clients, suppliers, and the community.

1. Core Values

Our core values are:

- **Integrity:** We act with honesty and transparency in all our activities.
- **Inclusivity:** We promote an inclusive work environment where every person is valued regardless of gender, origin, sexual orientation, age, abilities, or any other personal characteristic. Our commitment to gender equality is recognized by the Pdr/125 certification, which guides our company policies and practices.
- **Respect:** We treat everyone with dignity and respect, promoting a safe and welcoming work environment for all. Prodital Leather considers it essential for employees to take time off to spend with their families and protect family harmony, especially for those with significant family responsibilities. We believe that the family well-being of our employees directly contributes to their satisfaction and productivity at work. We expect our suppliers to treat their employees with respect, ensuring a safe, inclusive, and discrimination-free work environment.
- **Sustainability:** We are committed to operating sustainably, minimizing the environmental impact of our activities. Prodital Leather has been certified with ISO 14001 for several years, demonstrating our commitment to maintaining high standards of environmental management and continuously improving our performance in this area.
- **Quality, Authenticity, and Traceability:** We strive for excellence in all our products and services, ensuring maximum customer satisfaction. Prodital Leather is certified to ISO 9001, confirming our commitment to maintaining high-quality management standards across all company processes. Additionally, all our leather is 100% Made in Italy, as guaranteed by UNI 11239 certification. This means we do not use leather partially produced in other countries and finished in Italy; our leather is genuinely and entirely produced in Italy. We purchase our raw materials from a limited number of suppliers with whom we have longstanding relationships, ensuring traceability of raw materials to their source. Prodital Leather purchases its raw materials exclusively from suppliers within the European Union, ensuring

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they come from sustainable farms and not from areas with intensive farming practices that may contribute to deforestation.

2. Ethical Workplace Conduct

- **Inclusivity and Gender Equality:** Prodital Leather is firmly committed to ensuring inclusivity and gender equality in all its operations. We promote a work environment where each individual is respected and valued. We do not tolerate any form of discrimination based on gender, ethnicity, sexual orientation, disability, age, or other personal characteristics. We are proud to have obtained Uni Pdr/125 certification, which attests to our commitment to gender equality and inclusivity.
- **Respect Among Employees:** We promote a work environment where each individual is treated with respect and dignity, supporting diversity and inclusion. Prodital Leather considers it essential for employees to take time off to spend with their families and protect family harmony, especially for those with significant family responsibilities. We believe that the family well-being of our employees directly contributes to their satisfaction and productivity at work.
- **Workplace Safety:** We are committed to providing a safe work environment, complying with all safety regulations, and promoting practices that minimize health and safety risks for our employees.
- **Conflict of Interest Management:** Employees must avoid situations that could create conflicts of interest and always act in the company's best interest.
- **Respect and Inclusivity in the Supply Chain:** Prodital Leather expects its suppliers to treat their employees with respect, ensuring a safe, inclusive, and discrimination-free work environment. We are committed to collaborating with suppliers who share our commitment to inclusivity and gender equality, and we expect them to adopt working practices that promote respect and dignity for all individuals involved in their operations.

3. Social and Environmental Responsibility

- **Environmental Sustainability:** Prodital Leather is committed to reducing the environmental impact of its activities through responsible resource use, recycling, and sustainable production practices. We use only bovine leather derived from food industry by-products, ensuring that 100% of our production is based on a total recycling process. This makes us an absolute example of a circular economy, where each production phase is designed to minimize waste and enhance existing resources.

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- **ISO 14001 Certification:** Prodital Leather has been certified with ISO 14001 for several years, demonstrating our commitment to maintaining high standards of environmental management. This certification attests to our ability to identify and control environmental impacts, continuously improve our environmental performance, and comply with applicable regulations.
- **Authenticity in Sustainability:** Prodital Leather avoids all forms of greenwashing. We are committed to communicating only what is truly verifiable and based on concrete facts. Every initiative or statement in terms of sustainability is supported by data and verifiable certifications, ensuring that our environmental practices are authentic and transparent.
- **Social Responsibility:** We are committed to supporting local communities and promoting ethical business practices throughout our supply chain. Prodital Leather also promotes the unique qualities of leather as a renewable and natural source. In this context, we promote educational initiatives aimed at schools and new generations to help them understand that leather, as an existing natural resource, should not be wasted. We believe in the importance of raising young people's awareness of the value of leather and its sustainable use.
- **Community Inclusivity:** We actively promote diversity and inclusion not only within the company but also in the communities where we operate, supporting initiatives that foster equity and inclusivity.
- **Compliance with Laws and Regulations:** Prodital Leather is committed to complying with all applicable local, national, and international laws and regulations related to our activities. We consistently follow REACH directives on chemical products, ensuring that no harmful substances are present in our leather. This commitment ensures our customers the safety and quality of the products we offer.

4. Integrity in External Relationships

- **Customer Relations:** We treat our customers with honesty and respect, providing high-quality products and services and ensuring transparency in our business operations. We are committed to protecting our customers' interests. If we believe a specific product, such as a particular type of leather, is not suitable for the intended use, we inform the customer and provide responsible advice. Our goal is to build long-term relationships based on trust and customer satisfaction.
- **Supplier Relations:** We collaborate with suppliers who share our values of integrity, inclusivity, and sustainability. Prodital Leather seeks to establish lasting relationships with its suppliers based on mutual trust and respect. We do not change suppliers simply because someone else offers a lower price; we evaluate suppliers based on quality, reliability, and

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adherence to our ethical and environmental standards. We ensure that our suppliers adopt ethical and sustainable practices in their operations and uphold the same strict standards of quality and safety we apply to our products.

- **Transparent Communication:** We are committed to providing accurate and transparent information on all aspects of our operations, including inclusivity practices, sustainability, and environmental performance. Our communication with customers, suppliers, and other stakeholders is always truthful and based on concrete data, avoiding any form of greenwashing or misleading communication.

5. Implementation and Monitoring of the Code of Ethics

- **Dissemination and Training:** All employees must be aware of the Code of Ethics and receive adequate training to understand its principles and practical applications, with particular attention to inclusivity and gender equality.
- **Reporting Violations:** Prodital Leather encourages reporting behaviors that violate the Code of Ethics. Such reports will be treated with the utmost seriousness and confidentiality.
- **Consequences of Violations:** Prodital Leather reserves the right to take appropriate action in response to violations of the Code of Ethics. These actions may include changing suppliers, terminating business relationships, or deciding not to collaborate with specific clients if their behavior is inconsistent with our ethical principles and core values.

6. Review and Update

The Prodital Leather Code of Ethics will be periodically reviewed to ensure it remains relevant and aligned with regulatory and social changes, with a particular focus on the evolution of inclusivity practices, gender equality, quality, and sustainability.

Conclusion

Prodital Leather is committed to upholding this Code of Ethics and fostering a corporate culture based on integrity, inclusivity, respect, and responsibility. All employees, business partners, and stakeholders are called upon to contribute to our company's success and sustainability.

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