

Bonaudo	Manuale del Sistema Integrato	Allegato 5.1 rev. 6 Ed. 6 20/01/2022
	Politica aziendale	

Bonaudo aims for **excellence**

In pursuing this objective, the Company constantly invests in careful management and **organizational, product and process** innovation in order to increase the level of satisfaction of its customers and all other stakeholders, through the reduction of **environmental impacts** (related to energy consumption, water, emissions into the atmosphere, pollutants discharged into wastewater, and waste produced per unit of processed leather), constant attention to **health and safety** of people, and ensuring the highest **social performance** for the benefit of workers, the industry and other stakeholders.

In this context, the Bonaudo General Management adopts a **policy** that places the customer, both internal and external to the company, at the center of its activities, committing to the continuous improvement of all business processes and striving towards solutions that are increasingly competitive, environmentally and socially appropriate, and capable of ensuring the safety of workers. The policy pursued by Bonaudo influences all business functions and processes and is communicated to all those involved in these functions and processes (whether internal or external to the company). The Management therefore commits to pursuing the following **objectives**:

- The constant strengthening of its **image and reputation** in the market:
 - o Following its current and future customers worldwide as best as possible
 - o Expanding its product/service portfolio towards qualitative and environmental excellence, with particular attention to the sustainable use of natural resources, pollution prevention, and the elimination of hazardous and polluting products, committing to request and comply with the latest versions of PRSL and MRSL issued by customers or recognized organizations
 - o Ensuring the constant monitoring of the nature and extent of risks related to the health and safety of its workers, and ensuring a constant commitment to the prevention of accidents and occupational diseases
 - o Ensuring compliance with the Constitution and the Workers' Statute, promoting their training and professional growth
- Managing the **requests and satisfaction of all interested parties** (stakeholders) fairly and balancedly:

Customers	Employees	Suppliers	Public entities	Market context
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- Respecting **contractual commitments** and **legal terms** relating to:

Product requirements	Legislation on safety and health at work	Environmental regulations
Social responsibility codes	National collective bargaining agreements	
- Ensuring **ethical, fair, and non-discriminatory behavior** in its activities and interactions with stakeholders, with particular reference to social responsibility towards **work** (to protect minors and combat forced labor practices at all entities in its supply chain), guaranteeing the **representativeness** of workers, safeguarding the **contractual rights** of employees, including the freedom to carry out representative and association activities, safeguarding **work-life balance** and the **purchasing power** of employees, **enhancing human resources** as an essential pillar of business activities, and playing an **active role** in the development of the sector and the community.
- Communicating and informing all stakeholders about the pursuit of these objectives, ensuring a joint commitment to their achievement.

To this end, an Integrated System has been defined and constantly renewed in compliance with UNI EN ISO 9001, 14001, and 45001 standards, as well as in accordance with the principles of the UNIC Code of Conduct and Social Responsibility and Bonaudo Spa's Ethical Code, which serves as support and guidance in the continuation of the journey.