

From: Management

To: All stakeholders

Arzignano, 20/05/2026

Object: **INTEGRATED QUALITY, ENVIRONMENT, FOOD SAFETY & WORK HEALTH & SAFETY POLICY – Rev.13**

This policy, befitting and coherent with Serenissima Srl's quality, environment and food safety goals has been shared within the staff and is on display in the company bulletin boards to clearly show the Management commitment and involve workers identifying their role within the Integrated Quality, Environment, Food Safety & Work Health and Safety System in place. Moreover, this document is made available to the public in the company website.

The Management pledges to ensure that the company's policy is understood within the organization and fits the company's agenda (see the "management review"). If not adequate, the integrated policy and its goals are to be redefined by the Management. The specific tasks assigned to every function and organizational level (or to sub-processes and activities) are defined and reviewed yearly.

MISSION

Ours is a family run business that has been on the market for more than fifty years with the **main objective of salvaging and increasing the value of tannery products and by-products to meet the needs of our customers worldwide.**

To reach our goal we rest on the principles of customer orientation, innovation and continuous improvement, sustainability, transparency and correctness, flexibility, cooperation, respect of the individual, respect of the environment, legality, product and processes conformity and safety, paying specific attention to food safety.

PRODUCTION FACILITIES

Our production plant is located within the **tannery district of Arzignano, Italy**, facilitating cooperation with local suppliers and contractors, thus being able to offer quality products with high flexibility.

We manage approximately **4.000 tons of material per month**. Our production is structured in **6.000 sq.m. of warehouses**, divided in **3 business units**, well distinct and separated.

The company ensures compliance with all applicable mandatory environment regulations in order to guarantee efficient preventative measures against environmental pollution, as well as compliance with all applicable mandatory food safety regulations, so as to ensure the hygienic and sanitary conformity of the products and related processes, and compliance with applicable occupational health and safety legislation.

BUSINESS UNITS

Reg. 853/04 “suitable for human consumption” lime Department

Our core business is focused on the preparation and commercialization of raw materials intended for the production of food-grade collagen and gelatin, as classified under EC Regulation 853/04.

In brief, our activity ranges from the collection of bovine splits, mainly within the Arzignano tanning district, and their processing to meet the standard of the food industry. More specifically the raw materials undergo fleshing, trimming, selection and washing processes to remove any meat residues or other impurities.

These activities are organized in a specific area where the materials are processed using fleshing machines, pneumatic trimmers, washing mixers, centrifuges and drums for customized treatments or conservation using lime or salt.

Naturally, all raw materials intended for human consumption are accompanied by suitable documentation, while full food safety and traceability are guaranteed throughout the process.

Moreover, our company offers third parties contracting services, mainly consisting of drop splits trimming and double-butts selection. We subsequently purchase the raw materials intended for the production of food-grade collagen and gelatin and return the double butts either to the owner or, on the customer's behalf, send them to third-party contractors for further processing, while guaranteeing the same quality and production standards applied to our own materials.

The main applications of these products include food-grade collagen, collagen casings, proteins, and gelatin.

Reg. 1069/09 Cat.3 “non-suitable for human consumption” lime Department

In a separate warehouse, we handle limed split products and by-products classified as “Category 3 animal by-products” under EC Regulation 1069/09. Although these materials are not suitable for producing food-grade products, their hygiene and safety are fully guaranteed.

As with the splits certified under EC Regulation 853/04, we also provide third-party trimming and selection services for Category 3 materials.

The main applications of these products are leather goods, technical gelatins, glue, pet food, dog chews and other edible pet products.

Wet-blue Department

As a natural extension of Serenissima Srl's core activities, our product range also includes ex-lime, wet-blue, wet-white and metal-free semi-finished bovine splits and double butts, which can be further processed according to customer requirements.

The care devoted to trimming and selection operations, together with our production flexibility and product customization capabilities, allows customers to purchase exactly what they need, both in terms of quantity and quality, thereby avoiding unnecessary stock.

The main applications of our semi-finished products include the production of suede, garments, furniture leather, and automotive leather components.

QUALITY

In order to achieve our customer satisfaction objectives, we operate an **ISO 9001:2015 certified management system**, ensuring comprehensive risk management and an integrated quality control approach throughout all stages of production through the implementation of dedicated procedures and operating instructions.

What distinguishes our company and positively reflects on both our processes and products is the combination of experience, reliability, and excellence in the selection, processing, and finishing of materials, together with our ability to identify and develop the most suitable solutions to meet our customers' requirements in terms of both quality and quantity, while also taking into consideration the needs and expectations of other stakeholders.

Our large production and storage areas, together with the high volumes handled, rapid stock turnover, preservation treatments in place, and the ability to promptly collect both large and small batches, enable us to guarantee product freshness to our customers while also supporting our suppliers in the event of surplus material on the market.

ENVIRONMENT

In order to ensure that all products and activities are carried out in compliance with all applicable environment laws and regulations, thereby guaranteeing efficient pollution prevention, we operate an **ISO 14001:2015 certified management system** and have adopted the **LWG® Trader** protocol.

To guarantee continuous and high standard environment protection, effective risk management, continuous improvement of environmental performance and compliance with applicable environmental legislation, as well as to meet stakeholders' expectations, the company defines and implements appropriate procedures and instructions, applying them also on the supply chain when possible.

To achieve this, we ensure that all employees understand and acknowledge their responsibilities and take them into account during the performance of their work activities.

We place particular attention on optimizing energy consumption, waste management, process and wastewater management, and stormwater management.

Where it is not possible to identify tangible and economically sustainable environmental improvements, we monitor the situation in order to verify the effectiveness of internal policies and prevent deterioration in environmental performance.

Concrete examples of our commitment include the progressive automation of goods handling operations resulting in reduced internal vehicle traffic, the continuous modernization of the vehicle fleet, the energy efficiency improvement of the office building, the installation of LED lighting systems in the production departments, the installation of a photovoltaic system, and the improvement of stormwater management.

FOOD SAFETY

To meet our customers' expectations in the supply of hygienically safe raw materials suitable for food production, we commit to clear responsibilities and obligations. These include the definition, monitoring, and continuous improvement of processes that directly affect the quality of the products and services provided, in **compliance with the requirements of UNI EN ISO 22000:2018**.

Particular attention is paid to guaranteeing full traceability and tracking of material, thus being able to promptly identify and contain any anomalies.

Accordingly, we ensure that all personnel involved in food-related activities are competent in food safety, understand and acknowledge their responsibilities, and apply them in their daily work.

Management is committed to promoting the development and maintenance of an appropriate food safety culture in accordance with EU Regulation 2021/382. Particular attention is given to engaging internal personnel, cooperating with customers, subcontractors, and suppliers, adopting the best available and economically sustainable technologies and practices, maintaining an appropriate system for data collection and record keeping, and continuously improving the management system to ensure its consistency and integrity.

WORKERS' HEALTH & SAFETY

To ensure the protection of occupational health and safety, the company adopts a management system certified to **UNI EN ISO 45001:2023**.

For this purpose, the organization is committed to eliminating hazards and reducing OH&S risks, and provides safe and healthy working conditions for the prevention of work-related injuries and illnesses.

The company is committed to full compliance with applicable health and safety legislation and promotes compliance with regulations at all organizational levels, raising workers' awareness to perform their tasks safely and to take responsibility for occupational health and safety matters. The organization is also committed to promoting an inclusive and respectful organizational culture, preventing any form of harassment and discrimination through training, communication, and the provision of effective tools for reporting and managing incidents.

The organization implements, maintains, and continually improves this integrated management system (quality, environment, food safety, and occupational health and safety), aiming at continuous improvement.

Top management is committed to providing the necessary human and technical resources, promoting worker involvement and consultation, and fostering the dissemination of a safety culture throughout the organization.

The organization periodically reviews its policy and management system, in line with the Integrated Company Management System.

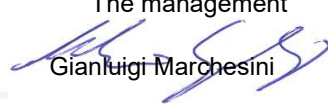
SHORT-TERM & MEDIUM-TERM GOALS

Our short-term and medium-term objectives are as follows:

- increase the customer base through word-of-mouth, commercial references and industry specific certifications;
- maintain a lean corporate structure;
- foster a working environment based on respect, cooperation and employee involvement;
- invest in machinery and equipment necessary to remain competitive and meet customer expectations, prioritizing solutions that improve energy efficiency, reduce environmental impact, and enhance occupational health and safety performance;
- ensure the efficiency of equipment and plants through preventive maintenance;
- maintain a safe, suitable working environment that supports hygiene and health standards;
- implement effective and up-to-date procedures and documented information;
- comply with applicable national and international legislation, with particular attention to environment, food safety and occupational health and safety regulations;
- contribute to establishing and extensively promoting a food safety culture;
- ensure customer retention;
- monitor product profitability, taking into account market conditions to maintain competitiveness;
- optimize waste generation and resource consumption;
- ensure compliance with required hygiene and safety standards for all products;
- strengthen cooperation and engagement with stakeholders;
- establish and maintain effective communication channels with all stakeholders, with specific focus on food safety aspects related to our products;
- ensure proper management of non-conformities, including identification, evaluation, and control of risks to prevent their impact;
- learn from our mistakes, striving to prevent and reduce customer service non-conformities;
- improve internal logistics in order to optimize processes with positive impacts on quality, the environment, and occupational health and safety;
- foster innovation to remain aligned with technological and market developments.

To achieve these objectives, we organize our activities with a focus on human resources development, compliance with applicable regulations on occupational health and safety, hygiene, food safety, and environmental protection, careful selection of strategic suppliers, and the use of adequate infrastructure, in order to ensure quality, profitability, and continuous improvement.

The management



Gianluigi Marchesini