



SUSTAINABILITY MANIFESTO

Year 2016

Our Engagement for Transparency, Legality and Sustainability

Producing and operating on the market according to the principles of fairness and transparency, being attentive to the environment protection as well as to the surrounding community are the pillars on which the Tannery Incas has always grounded its business activities combining its attention to the manufacturing requirements and the top quality products with the sensitivity to the inputs and the expectations coming from the society and, in general, from the involved people.

Our expertise achieved in 35 years of experience in the vegetable tanning process allows us to merge tradition and innovation to attain top quality products while efficiently using the required resources and controlling/reducing the environmental impacts being also attentive to the social and ethical aspects of work.

The many certifications that Incas obtained by ICEC, the Institute of Quality Certification for the Leather Industry, show the company engagement (please refer to the Certifications: ISO 9001, HI-CO Process Certification, Product Certifications, ISO 14001, Emas Registration, Certificate of Warranty relevant to the "Made in Italy" Origin of Skins and Finished Leathers, UNI EN 16484 -past UNI 11239-, adoption of the UNIC Code of Conduct and Accountability).

The quality operation is a daily experience of the INCAS organization, which is based on values such as:

CONCRETENESS, INNOVATIVE TRADITION, RECOVERY, RESEARCH, ECO-FRIENDSHIP

Despite the market is becoming more and more difficult, competitive and often irrational, INCAS aims at affirming its strong, clearly identifiable and peculiar spirit and "personality" both outside (towards customers, suppliers and stakeholders) and inside (employees, etc.).

Professionalism and expertise as well as research and innovation are the key-elements to support this attitude towards work.

All those who work in and on behalf of the Tannery are required to share such spirit and to work with the Management to:

- ✓ ensure a careful handling and monitoring of each manufacturing phase to obtain a final product complying with the high quality standards defined by the Tannery, the demands of the customers and the applicable regulatory requirements;
- ✓ ensure the agreed on-time delivery as well as the product performances
- ✓ understand the needs of the final consumer operating with the maximum flexibility to satisfy every specific and tailor-made request;
- ✓ ensure transparency and clarity in the communication with customers and general public including the Authorities and the Inspection Bodies specifically as to the environmental aspects associated with the activities, the products and the services of the Tannery through the Environmental Declaration/s updated annually;

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- ✓ follow the principles of transparency, fairness and good faith in dealing with institutions, customers, suppliers, and competitors avoiding unfair actions violating the underwritten Code of Conduct and Social Accountability;
- ✓ ensure the full respect of all the mandatory requirements, the legislative and regulatory requirements as to environmental, social, health and safety issues (including the National Collective Labor Contract of the Tanning Industry);
- ✓ assess the environmental and quality aspects associated with each new activity, product or process of the Tannery;
- ✓ motivating the non-stop professional training and the growth of the employees' awareness on the forefronts of Quality - Environment - Safety, based on the HR centrality;
- ✓ regularly updating the Integrated Management System procedures paying a special attention to the emergency environmental procedures.

These are the inspiring principles charactering the company policy.

The Business Quality and Fairness

The investments made by the company to continuously improve the quality of its products are significant and regular over the years: ensuring cutting-edge technology and highly specialized production processes entail the significant organizational and financial engagements always pursued by the Management.

A modern working environment properly equipped according to the needs of its personnel and to the production requirements has always been at the basis of the Company strategic choices.

The quality commitment was 'certified' already in 2000 when the Company achieved the UNI EN ISO 9001 certification. (Please refer to the Certificate N.CERT-086-2000-QMS-ICEC).

Furthermore, INCAS was one of the companies promoting the "100% MADE IN ITALY" certification of the end-products by establishing the whole hide manufacturing process in Italy (i.e. from the rawhides to the finished leather). The Company achieved such certification in 2008 for the following leathers: calf, bovine leather, cow calfskin with hair, half-calf and baby calfskin (Please refer to the certificate N.CERT-018-2008-MDO-ICEC).

To support its commitments in the market while providing an adequate technical assistance, for many years, the Company has already implemented a modern and structured quality control laboratory with highly skilled personnel qualified to respond to all the most updated and specific requests in line with the requirements of the national and international regulations.

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Commitment to Environmental Sustainability

Incas started the implementation of the Environmental Management System in 2005 and, in 2006, it achieved the UNI EN ISO 14001 certification (please refer to the certificate N.CERT-048-2006-EMS ICEC) then, in 2007, it got the longed-for EMAS registration (please refer to the Registration N.IT-000648). It was the first Italian tannery to attain it.

Since then, the Company has constantly invested in environmental improvement plans as shown by the Environmental Statement published regularly on the corporate website and available for all the interested parties.

The improvement of the environmental issues relevant to the years 2014 and 2015 are detailed in the Environmental Statement published on the website www.iniziativeconciarieassociate.it that contains also the 2016 updated targets.

Social Accountability

Even as to the social accountability, in 2011, INCAS was one of the first tanneries in Italy to achieve the Compliance Statement relevant to the UNIC Code of Conduct and Accountability (please refer to the ICEC Certificate No. 002), on the basis of the certification Issued by ICEC (the Institute of Quality Certification for the Leather Industry).

Furthermore, it should be noted that in 2013, the Company started the implementation of a Management System for Health and Safety in the Workplace complying with the UNI INAIL Guidelines, which are expected to produce further developments and improvements in 2016.

Non-Stop Professional Training: the Employee at the Core

In 2012, the Company -among the first in the district of Tuscany- created and presented to the union representatives the INCAS ACADEMY aiming to achieve the professional development of its employees.

INCAS Academy

Its innovating character is based on some peculiarities of the project: the involvement of the complete staff (without any exclusion) in a non-stop training process (thus the idea of an in-house Academy) based on a simple but effective approach with internal teachers and contents ranging among multiple aspects (workplace behavior, workplace environment management, operating control, workplace safety, internal protocols as to the environment protection).

The INCAS ACADEMY project went on regularly even in 2015 and it also involved the subsidiaries LCT MERCURIO and LCT RIMORINI.

Our Certifications

Below please find an updated list of the certifications achieved by the Company that are stating its fairness, legality, sustainability social accountability.

- Quality Certification ISO 9001:2008 - CERT-086-2000-QMS- ICEC - Accredited by Accredia
- Environment Certification ISO 14001:2004 - CERT-048-2006-EMS-ICEC – Accredited by Accredia
- EMAS Registration according to the EC Regulation nr .1 221/09 - Registration no. IT-000648-2007
- MADE IN ITALY Certification according to the UNI 11239:2007 standard - CERT-018-2008-M DO-ICEC- Accredited by Accredia (now under updating to the new UNI EN 16484 standard)
- UNIC (Union of the National Tannery Industry) Tannery Code of Conduct – ICEC Statement n° 002.



The INCAS Sustainability Commitment means to undertake true and effective measures implemented with the contribution of everyone who is daily working in the Company.

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