



From: Management

To: All stakeholders

Object: **INTEGRATED QUALITY, ENVIRONMENT, FOOD SAFETY & WORK HEALTH & SAFETY POLICY – Rev.7**

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, transparency and correctness, flexibility, cooperation, respect of the individual, respect of the environment and sustainability, 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 **3.000 tons of material per month**. Our production is structured in **4.000 sq.m. of warehouses**, divided in **3 business units**, well distinct and separated, our staff is **40 people** strong, of **6 different nationalities**.

The organization ensures the compliance with applicable environment rules, to guarantee efficient preventative measures against environmental pollution, as well as compliance with relevant food safety regulations, to guarantee safety and hygiene conformity of the affected products and processes.



BUSINESS UNITS

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

Our core business is based on the preparation and commercialization of the raw materials suitable for the production of food-grade collagen and gelatin, as classified by Reg. CE 853/04.

In brief, our business ranges from the collection of bovine splits, mainly within the district of Arzignano, and their processing in order to meet the standard of the food industry. More specifically the raw materials are subjected to fleshing, trimming and washing in order to eliminate any meat remains or other impurities.

These activities are organized in a specific area where the material is handled using fleshing machines, pneumatic trimmers, washing drums and possibly treated with preservatives using lime or salt.

Obviously, all raw materials suitable for producing food are accompanied by all needed documentation and food safety as well as full traceability are guaranteed.

Moreover, our company offers third parties contracting services, mainly drop splits trimming and double-butts selection. We then purchase the raw materials suitable for producing food-grade collagen and gelatin and send the double-butts back to their owner or, on their behalf to other contractors for further processing, guaranteeing the same standards set for our own products.

The main possible applications for these products are food-grade collagen, collagen casings, proteins and gelatins.

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

In a separated warehouse we handle split in lime products and by-products, which are classified as “Category 3 by-products” by Reg. CE 1069/09, these are not suitable for producing food-grade products, nonetheless their hygiene and safety are guaranteed.

Like for 853/04 certified splits, also for Cat. 3 ones we offer third parties contracting services of trimming and selection.

The main possible applications for these products are leather artifacts, technical gelatins, glue, pet food, dog chews and other edible dog toys.

Wet-blue Department

As a natural extension of Serenissima Srl’s main activities, our offer includes also ex-lime, wet-blue and wet-white semi-finished drop splits and double-butts, which we are able to further process according to the customer requirements.

The care we pay to the operations of trimming and selection of the splits, to process flexibility and to article customization allow our customers to purchase only what is needed, both in terms of quantity and quality, avoiding undesired stock.

The potential applications of our semi-finished products are mainly the production of suede, clothing, furniture and automotive leather parts.



QUALITY

In order to pursue our customer satisfaction goals, we run an **ISO 9001:2008 certified management system**, thus applying extensive quality controls to all production stages, defining and deploying all the necessary procedures and instructions.

The characteristics that allow us to stand out and that positively reflect on our processes and products are the experience, the reliability and the excellence in choosing, manufacturing and finishing of the products, as well as the commitment to identify and develop the best possible solutions to our customers' requirements, both in terms of quantity and quality.

The large working spaces and the high volumes managed, together with the high stock rotation, the preservation treatments in place and the fact that we can quickly collect both large and small batches, allow us to guarantee our customers the freshness of the products as well as to back-up our suppliers in case of surplus of material on the market.

ENVIRONMENT

To ensure that all products and activities are carried out in compliance with all applicable environment laws and regulations, so to guarantee efficient preventative measures against environmental pollution, we run an **ISO 14001:2008 certified management system**.

To guarantee continuous and high standard environment protection, improvement of environmental performance and regulation compliance, the company defines and implements appropriate procedures and instructions.

Accordingly, we ensure that all personnel understand and acknowledge their responsibilities and apply them during their day-to-day tasks.

We pay specific attention to waste production management and to process- and rainwater disposal management.

If the deployment of tangible and economically sustainable actions is not possible, we monitor the activities to verify the efficiency of the internal policies and prevent the deterioration of the environment performances.

Tangible examples of the commitment bestowed are the progressive automation of the material transferring processes between departments, which is leading to a reduction of internal vehicular traffic and the recent substitution of the material handler machine with a less polluting one.



FOOD SAFETY

To satisfy our customers' expectations in procuring hygienically safe raw materials suitable for food production, we pledge to precise obligations and duties. These include the definition, the monitoring and the continuous improvement of the processes with a direct influence on the quality of the products and services offered, in **compliance with the requirements defined by the UNI EN ISO 22000:2005 norm.**

Specific attention is paid to guaranteeing full traceability of the material, thus being able to promptly identify and circumscribe possible anomalies.

Accordingly, we ensure that all staff employed in activities related to the food industry understand and acknowledge their responsibilities and apply them during their day-to-day tasks.

WORKERS' HEALTH & SAFETY

In order to ensure workers' health and safety, the **management system implemented is complying with the UNI-INAIL Guidelines released by INAIL, the Italian National Institute Against Work Related Injuries.**

Therefore Serenissima Srl emphasizes on precautionary measures, implementing technical and organizational solutions against work related injuries and the development of occupational diseases, while pursuing continuous improvement.

The company commits to abide health and safety legislation in force and promotes its compliance throughout all the organizational units by making workers aware of the importance of performing their tasks in safety and by making them understand their responsibilities.

Serenissima Srl implements, keeps updated and continuously improves its work safety management system, integrating it coherently with the preexisting system (quality, environment and food safety).

In order to promote a strong culture of safety within the organization, the top management actively commits to providing human and technical resources and supports involvement and participation of workers.

Both the workers' health and safety management system and the related policy are periodically checked-up, coherently with the Integrated Management System.



SHORT-TERM & MEDIUM-TERM GOALS

Our short-term and medium-term goals are:

- increase the customer base through word-of-mouth and commercial references;
- keep the corporate structure lean;
- foster a working environment inspired to respect, cooperation and involvement;
- invest in those machinery and equipment needed to keep ahead of competition and to meet customers' expectations, selecting those options that also allow improvements in energy performance and/or reduce pollution and in the work health and safety standards;
- preserve the efficiency of the equipment through preventive maintenance;
- ensure a working environment suitable for personnel and for maintaining health and hygiene standards;
- produce and employ effective and updated procedures and documents;
- comply with national and international legislation in force, with specific attention to environment, food safety and work health and safety regulations;
- loyalize existing customers;
- monitor products profitability, considering the market prices needed to stay competitive on the market;
- monitor waste production and resources consumption;
- respect the required hygiene and health standards for our products;
- build cooperation and involvement-based relationships with con stakeholders;
- realize and operate efficient communication channels with all stakeholders, paying specific attention to food safety in relation to our products;
- guarantee the proper management of non-conformities, i.e. identifying, evaluating and verifying dangers to keep their effects harmless;
- improve from our mistakes, striving to prevent and reduce disservices to the customer;
- improve internal logistics to optimize processes with positive impacts on quality, the environment and also on work health and safety;
- innovate to keep in step with the times.

To achieve our goals, we organize our activities focusing on human resources selection, complying with regulatory standards related to work safety, health and hygiene, food safety and environment preservation, choosing our strategic suppliers and using adequate infrastructures so to guarantee quality and profitability, as well as continuous improvement.

Arzignano, 07/11/2016

The management


Gianluigi Marchesini