



GRUPPO
VECCHIA TOSCANA S.p.A.

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CAPITALE SOCIALE EURO 5.000.000,00 I.V.
NR. FI 040688
R.L. FIRENZE N. 00490830460
C.C.I.A.A. FIRENZE R.E.A. N. 298266
COD.FISC. N. 00490830460

P.IVA IT 03070480482



CODE OF ETHICS

The VECCHIA TOSCANA SPA GROUP, with registered office at Via Sicilia 1, Fucecchio (FI), Italy, tax code 00490830460 and VAT no. 03070480482 and operating in the tanning industry since 1957, has always been committed to and has guaranteed the management of its company – in terms of both internal relations with all its collaborators and employees and external relations with customers, suppliers, service providers, competitors and institutions – with respect for the highest ethics and moral values of equality, impartiality, honesty, transparency, fairness and good faith, and compliance with constitutional principles, Italian legal regulations and the principles endorsed by international labour treaties.

This document, which specifically illustrates the principles and values adopted by our company for its business management, is addressed to all suppliers, service providers and companies which, for any purpose and/or reason, have trade relations or otherwise with our company in order that they may subscribe to this Code of Ethics and confirm their commitment and obligation to comply and ensure compliance with its content.

Note that our company will consider any failure to comply with this Code of Ethics as a serious infringement allowing us the right to unilaterally withdraw from an existing contract and/or agreement and/or relations without prejudice to this company.

CORPORATE LIABILITY

Ban on “undeclared” labour: recourse to undeclared labour, i.e. without a regular employment contract prepared in accordance with the provisions of labour law, in compliance with the Italian National Pay Agreement for the sector and in compliance with regulations on mandatory insurance cover and social security contributions, is forbidden.

Ban on “forced” labour: recourse to, tolerance and support of forms of “forced” and/or “slave” labour, whereby “slave and/or forced” labour refer to service not freely provided, but rather under threat and/or violence and/or service provided to repay a debt, is forbidden.



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Child labour: recourse to labour provided by children under the age of 16 is forbidden. Minors used in any form of employment must be assigned to duties appropriate to their skills and status, and in any event duties that are not dangerous, risky and/or harmful to their health.

Respect for human rights: the company must treat its employees and collaborators with respect and dignity. Any conduct relating to forms of physical and/or moral violence also involving psychological abuse, harassment, persecution or segregation that could prove prejudicial to the individual, is forbidden.

Discrimination: in its relations with employees and/or collaborators the company must adopt criteria of equality and impartiality, paying particular attention to avoiding any form of discrimination in relation to recruitment, pay, promotion, dismissal or retirement based on gender, race, religion, social status, sexual tendencies or political beliefs.

Health and safety in the workplace: the company must protect the health of its employees and collaborators by adopting suitable and necessary measures to guarantee health and safety in the workplace, so as to avoid accidents and physical harm to individuals.

For this purpose, full and accurate compliance with current occupational health and safety regulations is imperative.

Trade union rights and freedom of expression: the company must respect and accept the right of its employees and/or collaborators to form and/or join trade unions, the right to collective pay bargaining and the right to strike.

Pay and working hours: in determining pay, the company must comply with current National Pay Agreement regulations and regulations specific to the sector. The same applies to daily and weekly working hours, with the commitment to safeguarding the right to rest periods and holidays.

Environmental protection: the company must be committed to adopting all measures and/or procedures to reduce and/or eliminate any impact its business activities may have on the environment.



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Our company reserves the right to confirm compliance with the aforementioned principles.

For this purpose, the suppliers, service providers and companies which, for any purpose and/or reason, have trade relations or otherwise with our company, and to which this Code of Ethics is addressed, must take action to provide all the information requested and confirm their commitment to improving and correcting any irregularities found.

Fucecchio, 18 November 2011

Gruppo Vecchia Toscana SpA