



TREVINO LEATHER®

2020



SUSTAINABILITY REPORT



Empresa
Socialmente
Responsable





TREVINO LEATHER®

Leather is Natural!...

Leather is Renewable!...

Leather is Eco Friendly!...

Leather is Genuine, not synthetic!

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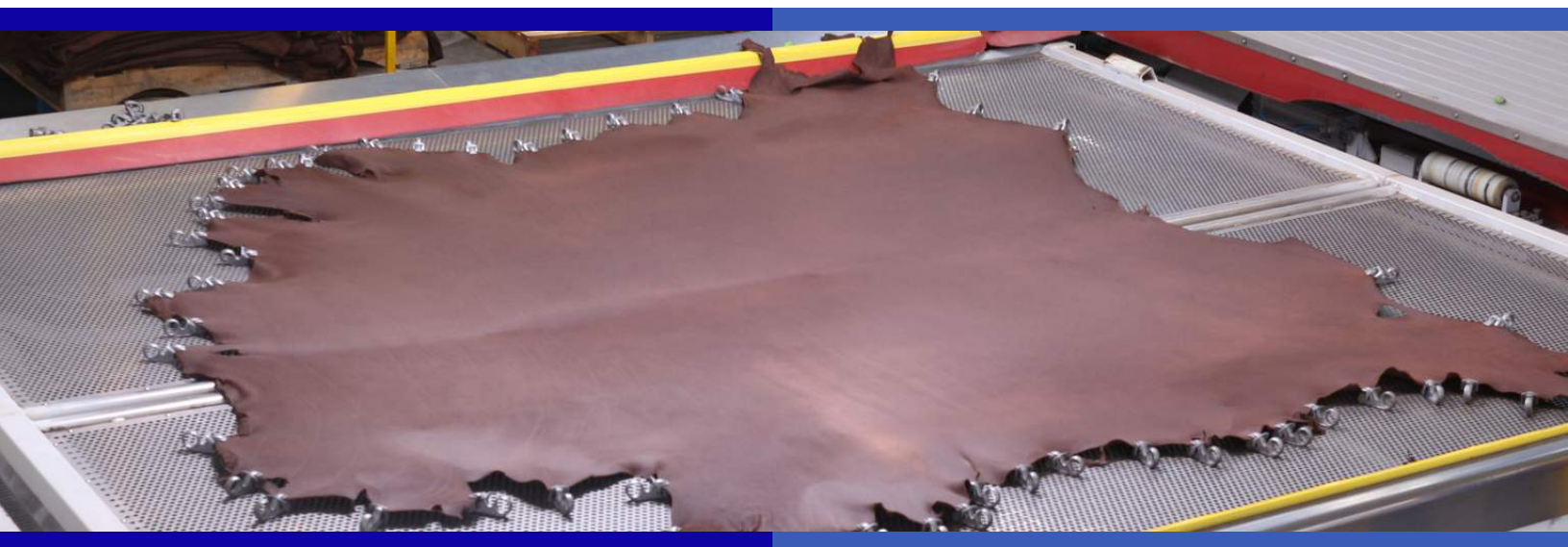
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INTRODUCTION

Trevino Leather | Curtidos Treviño Sustainability Report is a document describing the initiatives, strategies, achievements and challenges of the company regarding its commitment to the environment and social responsibility.

The information portrayed comes from company statistics and internal sources, as well as its performance metrics (KPI's). This document is not intended to be exhaustive and does not include all the information that the reader would like to learn about the Sustainability and Social Responsibility programs implemented by Trevino Leather.

The following statements contained in this document are based on company current work plans and perspectives which may be subject to change.



EXECUTIVE MESSAGE

Dear collaborators, suppliers, clients and community in general, I am pleased to inform we have strengthened our Sustainability Report in this third edition, with topics which engage us in maintaining transparency and open communication with all our stakeholders encompassing not only our environmental activities but also social and economic ones we have carried out during 2020.

Our Enterprise has been recognized by CEMEFI as a Socially Responsible Enterprise with the ESR Distinction and we have advanced in our actions and strategies including the concepts for Sustainable Development Objectives.

Our main approach during 2020 was Health and Wellbeing of our collaborators and their families, recognizing that every healthy person, physically and mentally, is not only more productive at work, but also happier.

Some activities carried out around this topic were the health fairs within our facilities, medical and psychological support, appropriate nourishment awareness, as well as nutrition counseling for workers, coupled with specific actions such as healthier foods in our cafeteria.

This report shows all the actions carried out during 2020 on topics such as our carbon footprint, renewable energy, and energy consumption, as well as our quality and safety system and of course, you will find in all chapters the different actions of our social Responsibility System based on the ESR Distinctions standards.

Without a doubt, the environment that emerged in 2020 due to the Covid-19 pandemic has demanded all of us who are part of this company to take care of each other and our families. It was a complicated year, like never before, but we know that in order to be successful in our work, it is necessary to speed up and intensify our efforts on business sustainability.

Finally, in order to strengthen our communication bond, this report is available to be downloaded in PDF or online reading format in our webpage www.leathermex.com

We will overcome this challenge in 2021, but perhaps our daily way of living could change forever. The challenges we have faced have already made us reflect and seek innovations, so those organizations that react with agility will succeed. The speed of change will be faster than ever and the great task will be to prepare and plan for the 'new normal'.

We will continue focusing on product innovation and sustainable activities where traceability and transparency are essential in all the business lines.

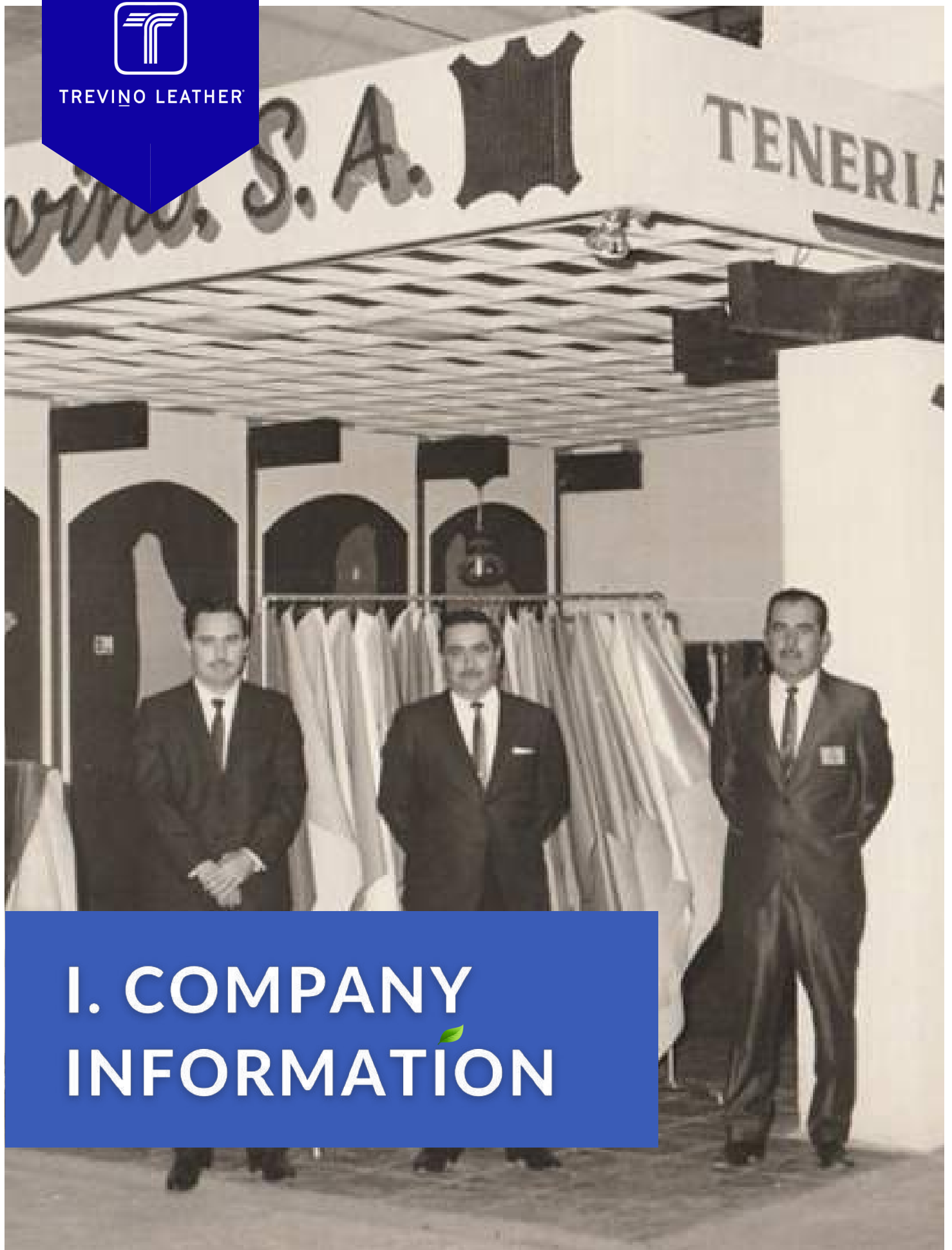
We remain committed to our clients and stakeholders in the long term and will continue investing in improvements and development so that our clients continue being successful with our support as their most reliable ally.



ADMINISTRATIVE DIRECTOR/SUSTAINABILITY COORDINATOR
TREVINO LEATHER | CURTIDOS TREVIÑO



TREVINO LEATHER



I. COMPANY INFORMATION

IN NUMBERS...

4

certifications



50

50 national
clients



23

23 international
clients



In

2020

we achieved the
ESR® Distinction



+26

million square
feet of leather
produced



+650

collaborators
benefited due to
health activities



+318^{MWh}

of clean energy
produced



+19

million square
feet of leather
exported



COMPANY PROFILE

We are the most important leather tanning company in Mexico, based in the state of Nuevo León and with branches in the states of Jalisco and Guanajuato. We have 681 collaborators nationwide with whom we cover the requirement of more than 70 clients in the automotive, footwear, furniture, leather goods, and aviation sectors, reaching markets in Central America, United States, Canada, Asia, and Europe with our products.

We have more than 30 years experience in the automotive market, so we serve 65 percent of the steering wheel market in North America, having a daily production capacity for 3,000 hides and installed capacity for 2,000 additional to increase production without the need for investment.

We develop more than 100 different products for the fashion industry every six months which helps us meet the demand of our customers quickly and efficiently.

Our quality management systems are certified under IATF16949, ISO 9001 and ISO17025 standards and as a sign of our commitment with the environment with also have ISO 14001.

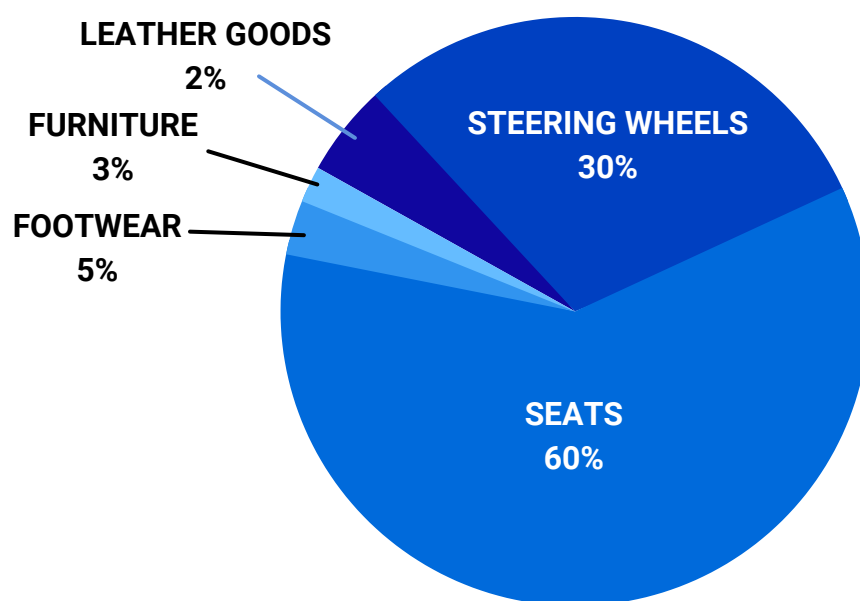
In 2020 we were granted the ESR Distinction recognition from Centro Mexicano de la Filantropía (CEMEFI) – The Mexican Center for Philanthropy, due to our socially responsible performance and our commitment with the integral Development of our collaborators, communities around us, and our care for the environment.



COMPANY PROFILE

Our leathers are exported to the United States, China, Italy, El Salvador, Portugal, India, and Canada. 90 percent of our sales are for the automotive market, while the remaining 10 percent goes to other industries.

SALES BY PRODUCT TYPES



Our sales offices are located in Detroit, Mi. and Munich, Germany. We have Customer service facilities in México, United States, and Germany; three production plants, two in México and one in China; and four distribution centers in Mexico and one in the United States:

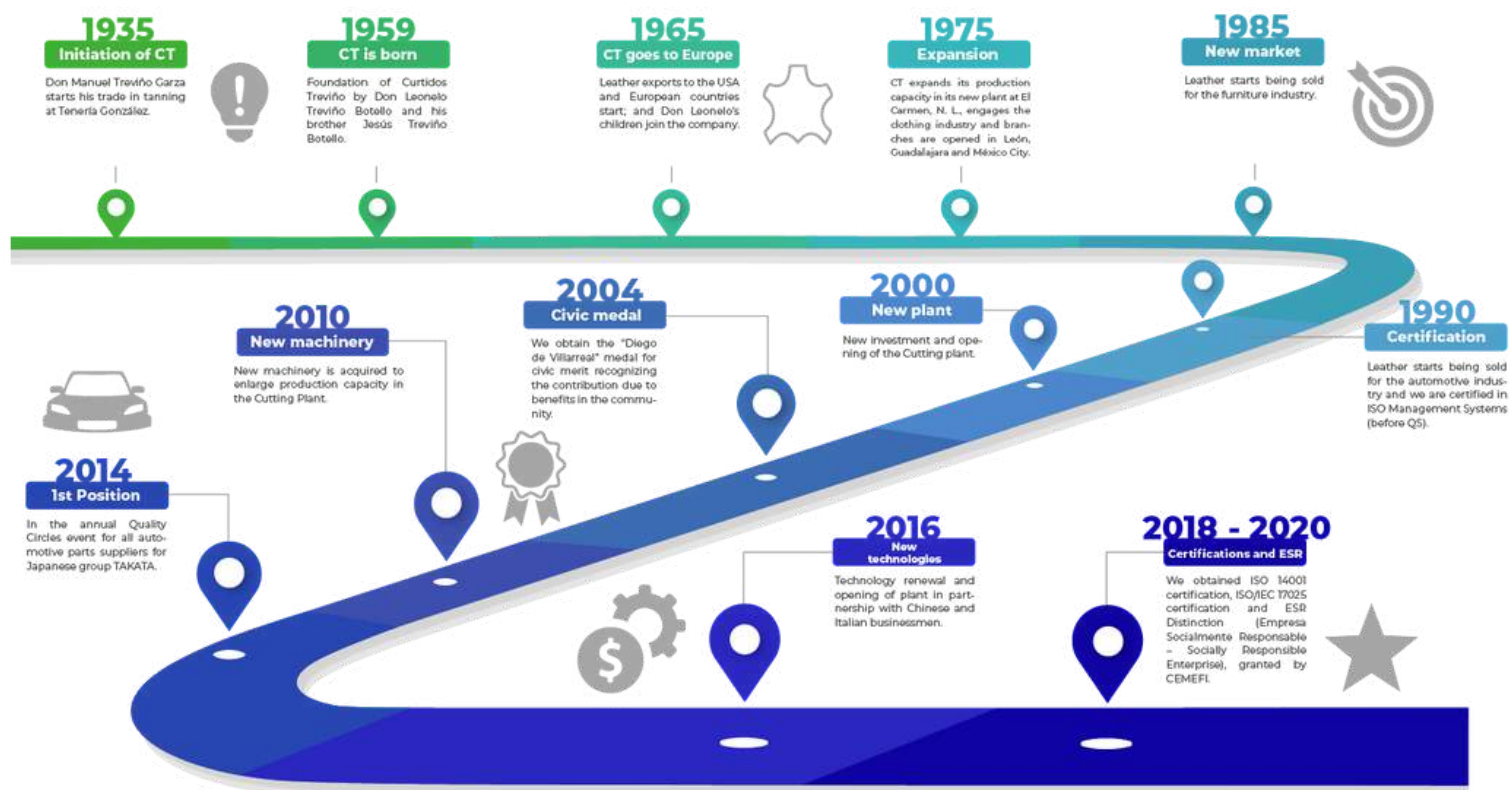


Distribution centers

Chihuahua, Chih.
Guadalajara, Jal.
León, Gto.
San Nicolás de los Garza, N.L.
Dallas/Forth Worth, Texas

HISTORY

The beginnings of our company date back to 1935 when our founder, Don Manuel Treviño Garza, starts with the tanning trade, which he started refining in order to transfer to his children.



OUR COMMITMENT

In Trevino Leather | Curtidos Treviño we recognize that in order to be a successful enterprise in the long term, it is essential to care for our environment, our economy and above all, our community. Our efforts in these areas will develop a sustainable organization.

We are based on the United Nations Universal Declaration of Human Rights fundamental principles and constantly work to provide a work environment where this is demonstrated, providing a safe and healthy work environment, having integral human development of our collaborators as the objective, minimizing all potential causes for accidents and other types of work risks within our organization whenever possible.

We persevere towards compliance of all legal requirements regarding Health and Safety at work. Promote integral Development of our people and our communities being in direct contact with them. Support and respect the protection of all human rights and never discriminate within our organization.

Promoting training programs that seek to encourage awareness in each one of the members of our organization and our suppliers in regards to the importance of sustainability and the importance of our actions to our environment. Continuously improving the key sustainability indicator performance and other health and safety areas within our work in the organization.



MISSION

To process products improving our processes and Customer service continuously, in order to meet requirements and expectations consistently, in profitability and wellbeing, and human values of the company through a corporate vision fostering them.

VISION

In Trevino Leather | Curtidos Treviño we have faith in Mexico's future and we trust that, working as a team in all areas of the company including our clients and suppliers, we can improve the future of our source of employment and wellbeing of all of us collaborating here.



OUR VALUES

Our business philosophy is aimed at being an organization that cares for the environment and our community, focuses on teamwork and encourages an attitude of respect to risks around us, exploring new alternatives for doing things, facing challenges, and developing skills to create more efficient solutions.



PRODUCTS

Material Product Range:

- Semi-Aniline Top Grain Leathers
- Full Grain Nappa Top Grain Leathers
- Full Grain embossed Top Grain Leathers
- Split Leathers
- Feeltex

Crusting Techniques:

- Chrome Tan
- Chrome Free Tan
- Vegetable Tan
- Vacuum Dry
- Toggle Dry
- Dry milled
- Staked

Finishing Techniques:

- Semi-Aniline
- Pigmented
- Two-tone or Tipped
- Cloud Effects or Antiqued
- Metallics
- Pearlized
- Nappa



Grain Designs:

- 650 embossing Plate Designs
- 24 embossing Roller Designs

Unique Trevino product offerings:

- Trevino has know how of Fashion industry leathers. Trevino develops 100+ different products every 6 months and has fast development expertise
- Trevino was benchmarked by other OEMs as having the best Denim Dye Resistance top coat from all 5 leather suppliers analyzed

Secondary Operations Capabilities:

- In house Laser operations
- In house CNC Perforation capabilities
- In house Embroidery capabilities
- In house CNC Sewing and Quilting capabilities
- In house Computerized Cutting

QUALITY



In Trevino Leather we have been manufacturing leather for the automotive industry during 30 years.

■ Quality System validations:

- IATF16949, including lab
- ISO9001
- ISO17025

■ Control Plan

- For every part number
- From Incoming Inspection to Dock audit
- SPC Techniques
- Poka Yoke

■ PFMEA Methodology

- For every part number
- From Incoming Inspection to Dock audit
- RPN reduction plans

■ Layered Process Audit Process

■ Six Sigma and Kaizen Methodologies

■ Gage R&R

■ Fast Response Board





TREVINO LEATHER®



TREVINO

II. ENVIRONMENT

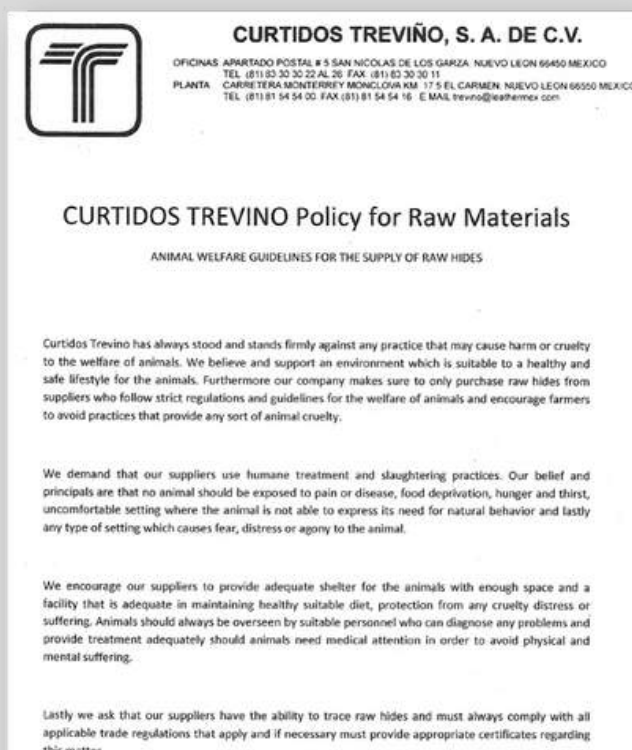


CORPORATE POLICY ON ANIMAL WELFARE

ONLY FROM CERTIFIED SUPPLIERS WHO MEET INTERNATIONAL REGULATIONS FOR ANIMAL WELFARE.

5 FREEDOMS

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injuries or disease
4. Freedom to express normal behavior
5. Freedom from fear and distress



ENVIRONMENTAL POLICY

In Trevino Leather| Curtidos Treviño we are a company dedicated to leather processing and automotive components, our commitment for environmental protection is based on the following fundamental principles:

- **Compliance with legal requirements** that apply and other requirements that Curtidos Treviño S.A. de C.V subscribes to;
- Considering nature, magnitude and environmental impact of the activities products and services, as well as applying **continuous improvement** methods with the purpose of minimizing, mitigating and/or preventing pollution and improving environmental performance;
- **Fostering the proper resources utilization** in our internal and/or subcontracted collaborators, as well as suppliers, respecting our environmental management system;

These principles comprise the reference framework in the establishment of environmental objectives of our environmental management system.



2020 OBJECTIVES AND RESULTS

OBJECTIVE	COMPLIANCE
1.20 kg/m ² . Carbon Footprint	
Reuse of 1% of treated water in production processes	
Generating 318.5 MWh of clean energy	
Maintaining green areas equivalent to 20% of our construction	
Reducing 20.7% of emissions caused by fuels	
Certification Leather Working Group	
Certification ISO 45001: 2018	

ISO 14001 CERTIFICATION: 2015



Certificado de Aprobación

Certificamos que el Sistema de Gestión de :

Curtidos Treviño, S.A.

Carret. Mty-Monclova Km17.5, 66550 El Carmen, México

ha sido aprobado por LRQA de acuerdo con las siguientes normas:

ISO 14001:2015

A handwritten signature in black ink, reading 'Cliff Muckleroy'.

Cliff Muckleroy - Area Operations Manager Americas

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en nombre de: Lloyd's Register Quality Assurance Limited

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Fecha de Caducidad: 27 Noviembre 2021
Número de Certificado: 10153990

Aprobaciones Originales:
ISO 14001 – 28 Noviembre 2018

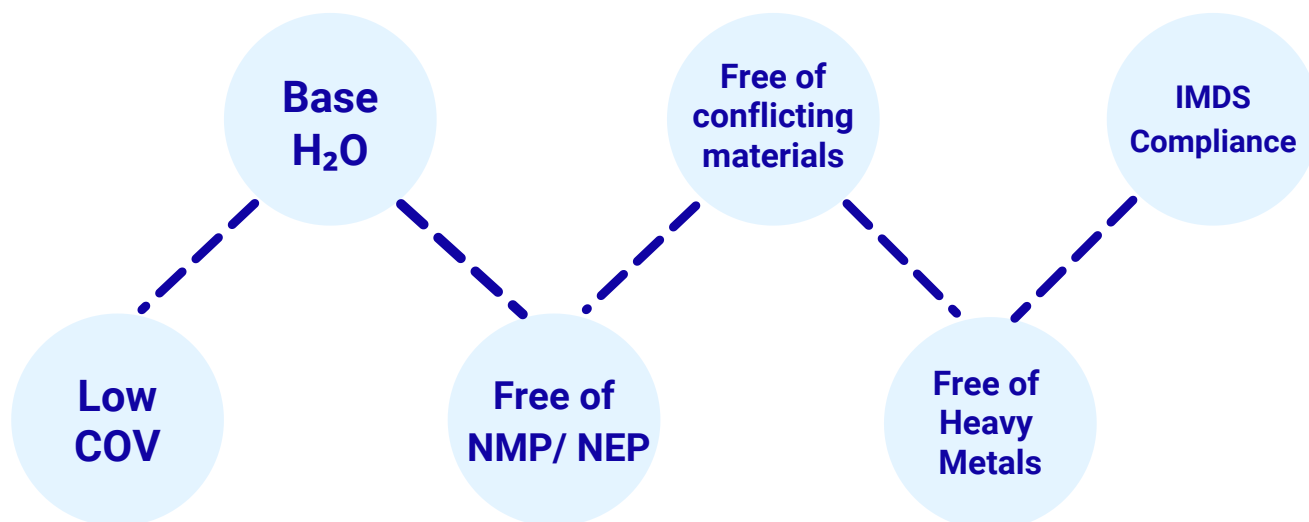
Números de Aprobación: ISO 14001 – 00017627

COMPLIANCE POLICY FOR RAW MATERIAL

In the last decades, international and national regulations have been concerned and working in controlling and managing restricted and forbidden substances to protect the environment and prevent human health deterioration due to harmful substance exposure.

Curtidos Treviño maintains very strict policies in topics related to restricted substances in order to meet national and international regulations as well as the clients' requirements that apply in the country where the products will be exported to.

Procedures in our organization enable us to guarantee that forbidden substances are not added in our processes.



OUR ENTERPRISE ALWAYS SEEKS TO CREATE VALUE THROUGH...

Our Enterprise always seeks to create value through sustainability strategies for all our stakeholders. We believe this means working day after day always looking beyond the short term. We evaluate decision making always seeking to benefit our stakeholders.

Environment

There were **318.5 MWh of clean energy** generated equivalent to planting **13,987.5 trees**

18% of our total waste was used as compost.

Recognizing environmental risks of **climate change** and signing **neutrality agreements** for carbon footprint 2039.

20.66% emissions derived from fuel oil consumption as LP gas, fuel oil, gasoline and Diesel.

Social

Medical service was provided to **50 collaborators** due to COVID-19 symptoms who received totally free medical treatment until their recovery.

Without employee layoffs We maintain our headcount in the same numbers as before the April 2020 lockdown.

Greater health and safety COVID-19 Protocols in agreement to the law applied to our main stakeholders such as, employees, visitors and clients.

Punctual payment was maintained for **100% of the payroll** during the two months of lockdown due to national health instructions.

Philanthropic programs continue without being reduced.

Gender equality and new opportunities

New positions were developed in **ALL levels** of the organization, this in order to strengthen our core strategies.

First woman in management structure is integrated in a newly created position. A direction is the highest ranking level in the organization.

FOCUS AREAS

Our management systems enable us to constantly assess risks and opportunities from an internal perspective which is impacted by the fast-changing external context. Always seeking resilience of the business model.



Social

We have identified specific priorities in regards to Social Sustainability

- Encourage redesign of the strategy used to identify reasons for turnover, searching to learn the workers' experience and their expectations (Integrate Onboarding program).
- Promote strategies that enable job generation for disadvantaged sectors (people with different abilities).
- Developing strategies that enable closing the social responsibility loop.



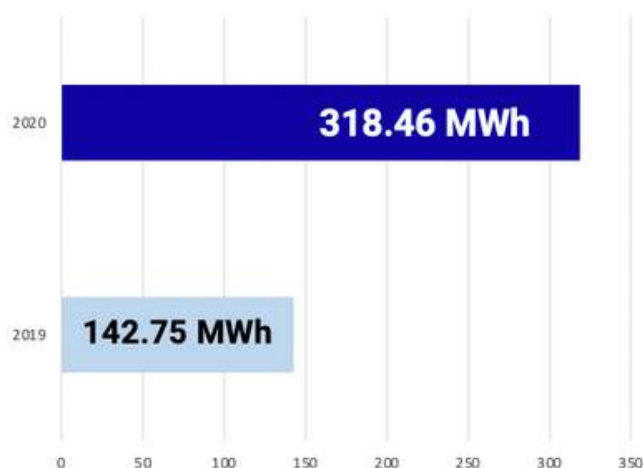
Environment

We have identified specific priorities in regards to Environmental Sustainability

- Awareness and response to external environmental challenges such as neutralizing the carbon footprint.
- Integrating Scope 3 of our emissions in the reports.
- Continuous investment in renewable energies on the long-term and energy efficiency projects
- Water efficiency projects.
- Alignment with environmental projects such as Pacto Mundial México.

OUR ACTIONS AGAINST CLIMATE CHANGE

Clean energy



The efforts carried out in the organization in order to reduce the carbon footprint have been diverse; during 2019 we started the Project for clean energy generation through solar cells which remains active and during 2020 was able to generate 5.2% of the total electric power equivalent to 318.46MWh.

During 2020 we invested in UV drying technology to eliminate the consumption of LP gas during leather drying, currently our leather workmanship operates free of LP gas. These changes meant an increase in electric power consumption, creating the opposite effect in LP gas reduction.

2020 represented a very important challenge for the organization as it delayed some environmental projects, however, it remained a priority to carry out actions that enable us to maintain and reduce energy consumption with actions such as switching to low energy consumption luminaires, temperature adjustment in office HVAC, development of machinery activation banks, efficient energy utilization awareness.

LP Gas was changed



Clean energy generation



Luminaires



CARBON NEUTRAL

Our contribution with the international “Paris Protocol” agreement is the Development of strategies that enable us to achieve carbon neutrality by 2039.

Currently:

- We have invested in **645 solar cells**.
- Our Plant 2 has **substituted the use of fuel** to LP gas in order to supply steam.
- LP Gas drying tunnels have been substituted by tunnels operating with **electrical resistors**.
- **Luminaires** have been substituted by **LED technology**.
- **Carbon Zero 2039** agreements were signed.

Actions for 2021:

- **Fuel oil substitution** for LP gas in our Plant 1.
- **Mitigate** the carbon footprint **in 10%**.
- **Reduce leather scrap** while incorporating new scanner technologies in our cutting plants.
- Invest 1 million USD in a plant with state-of-the-art technology to **recycle 30% of our total water**.
- Continue with our **complete traceability control** from the field to cut pieces.
- Continue respecting our **GREEN procurement policy**.
- Achieving **Neutrality 2039**.



Equivalent to
reforesting
13,987.5
 **trees**

WATER

It is one of the fundamental resources for operational processes, so in Trevino Leather | Curtidos Treviño we make every effort to optimize its use.

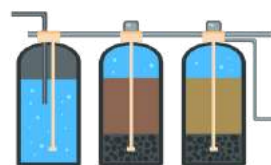


100% of the wastewater generated is treated efficiently.



Efficient use of water promotion and awareness.

Consumption efficiency: It is an important topic in the selection of new technology and equipment, as well as in the design of new projects.



Water balance: We ensure measuring consumption in all processes using water with the purpose of guaranteeing the greatest possible consumption efficiency.



WATER TREATMENT

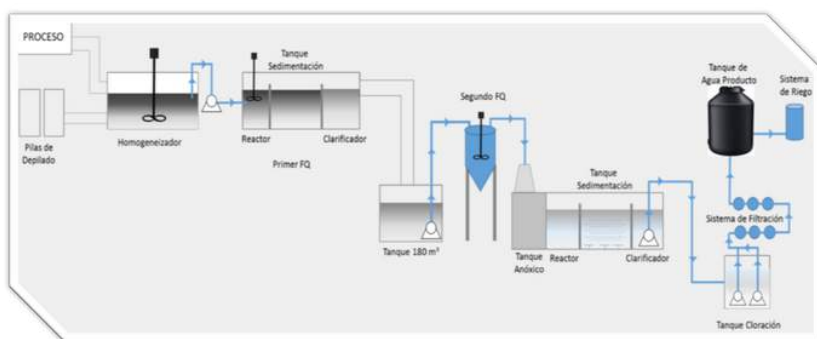
As part of the SDG commitments we seek to maintain the water quality in our discharges in parameters much lower than the maximum limits allowed by the local legislation. We achieve this through our partner in water treatment since we have 24/7 supervision of our treatment plant with experts in wastewater treatment for residual effluents.

Our monitoring of critical parameters is performed weekly to verify our discharge quality. Our critical parameters are chrome, Biological Oxygen Demand (BOD), fats and oils, total suspended solids and total Nitrogen. We maintain monitoring parameters such as heavy metals, phosphorus, cyanides, fecal coliforms, temperature, helminthes, and other parameters every six months according to the regulations.

Critical parameters are determined internally, since they are the parameters that could have greater variability since they are closely related with the nature of our operations.



Critical Parameters	mg/l
Total chrome	0.56
Suspended Solids	79
DBO	82
Fats and oils	8
Total nitrogen	15

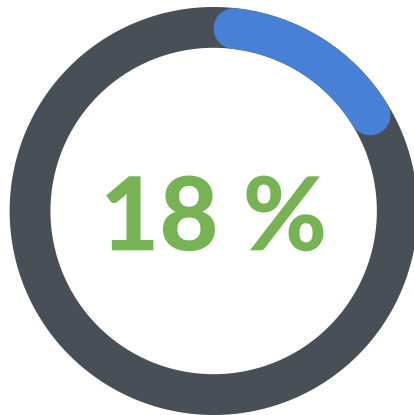


In order to improve our processes in water treatments, a new press filter was acquired and a solid removing filter also which was installed at the wastewater entry point avoiding larger volume solids from enter.

SUSTAINABLE ACTIONS

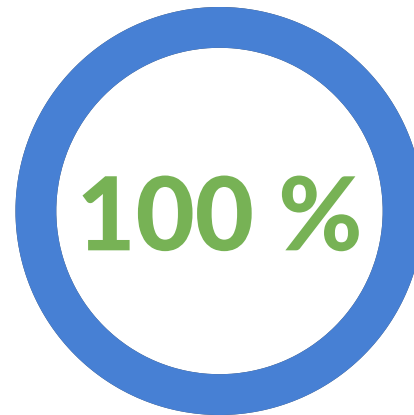
2020

Sending gardening, paper and
organic waste from cafeteria to
compost



18 %

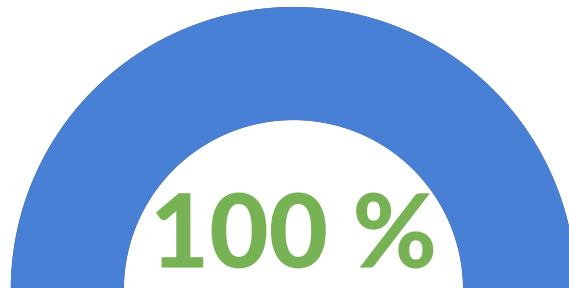
Toner recycling



100 %



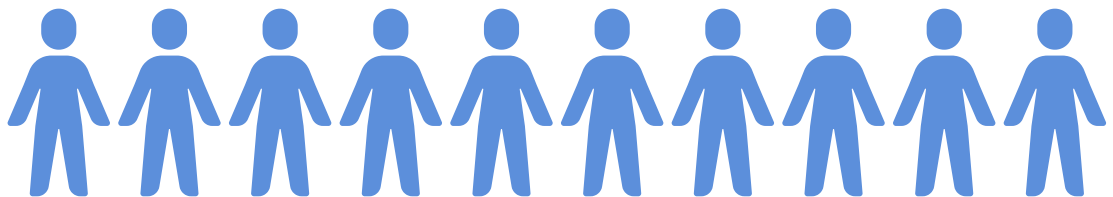
Use of reusable dishes and
cutlery in cafeteria



100 %



100%



Employee onboarding and awareness on environmental topics.

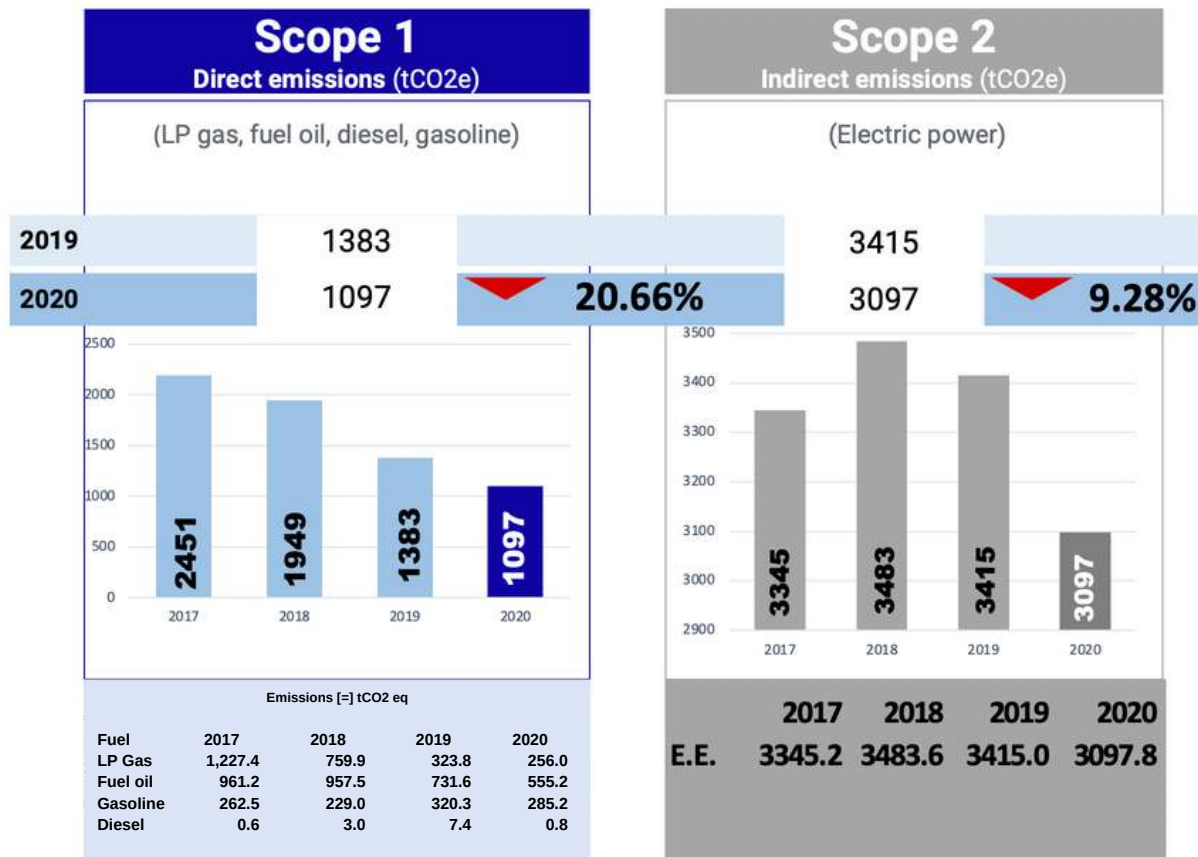


TREVINO LEATHER

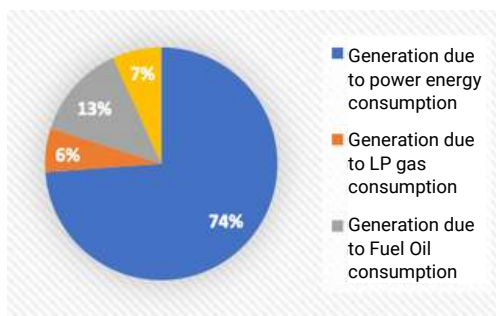
III. KEY METRICS

OUR CARBON FOOTPRINT

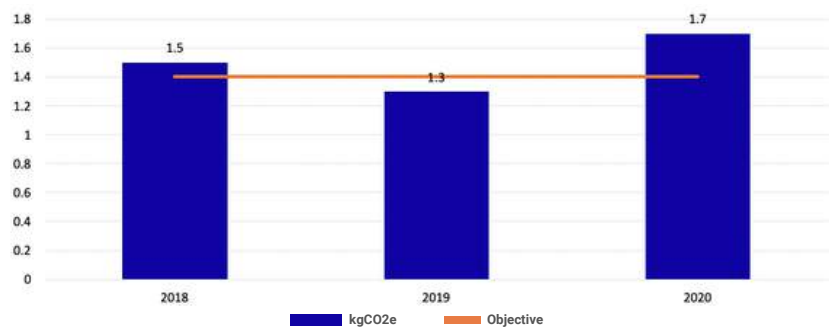
During 2020 fuel consumption was reduced enabling 20.66% emissions reduction vis-a-vis 2019 emissions; in the case of electrical power, a consumption reduction proportional to a decrease in 9.28 in emissions was reported compared to 2019.



Ratio CO₂ Emissions 2020



Emissions CO₂eq

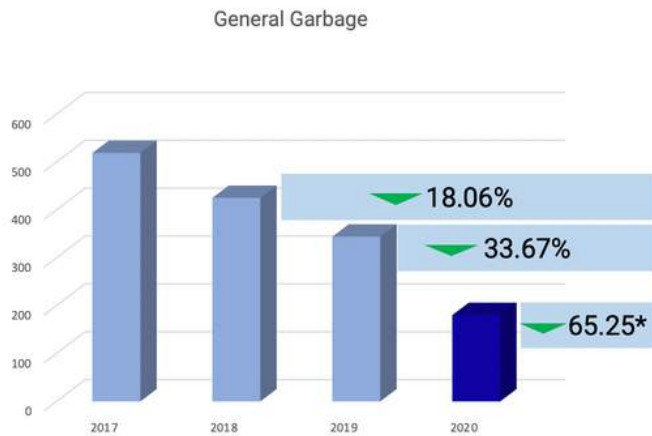


WASTE

During 2020 efforts were doubled to reduce waste with special handling, the contribution in the cafeteria having reusable dishes and cutlery enabled improving this metric, waste is better segregated, waste reduction programs were developed, color coding for waste containers was implemented appropriately as well as awareness campaigns carried out.

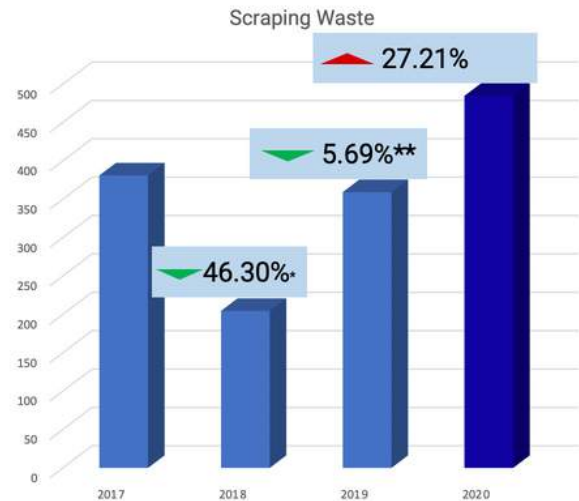
Waste behavior that impacts our waste indicator considerably:

Waste	Amount generated 2017 [=] tons	Amount generated 2018 [=] tons	Amount generated 2019 [=] tons	Amount generated 2020 [=] tons	Waste	Amount generated 2017 [=] tons	Amount generated 2018 [=] tons	Amount generated 2019 [=] tons	Amount generated 2020 [=] tons
General garbage	518.86	425.14	344.62	180.28	SCRAPING	381	204.57	359.31	484.69



During 2020 there was a 47.61% reduction of general waste compared to waste generated in 2019, reaching a total of 65% reduction since 2017.

Indicators that appear in percentage are compared to the base year which is 2017. I.e.* 2020 results are comparable to 2017 results.



As part of the company strategies during 2020, it was decided to increase processes stemming from wet blue, thus increasing waste created by this.

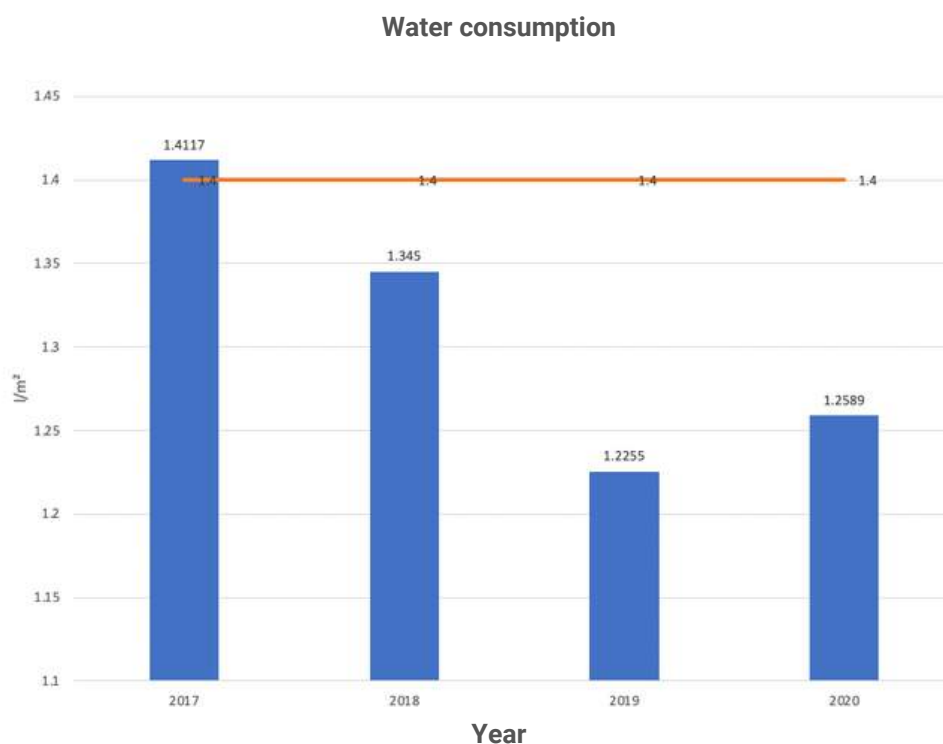
Indicators appearing in percentage are compared to the base year which is 2017. I.e. * result from 2018 is comparable to results in 2017; ** result in 2019 is comparable to results in 2017 and therefore.

WATER



Aware that water is the most valuable resource we have, an appropriate and continuous follow-up program for our consumption has been developed.

During this 2020 we increased our water consumption since our production, stemming from wetblue, increased in 2%.



ACHIEVING OUR PURPOSE WITH SUSTAINABLE VALUE

Analysis and identification of Primary SDG

We have carried out an internal analysis of the 17 SDGs in order to identify the business or community areas where we can have the most significant impact.

We have internally identified and defined the primary and secondary SDGs for the organization based on their relevance; this definition will enable us to guide our priorities in allocating our resources and commitment.

The 17 SDGs are impacted one way or another, thus the secondary SDGs have also been identified and will enable to strengthen the sustainability strategy.

SDG and Trevino Leather

- Aware that our purpose goes beyond delivering finished products, we incorporated a work plan into the organizational strategy that enables us to contribute in the achievement of the sustainable development goals, United Nations 17 SDGs
- The global context demonstrates that organizations that adapt to new trends with comprehensive strategies that allow to maintain a business model that is interested in and fosters wellbeing of its stakeholders has a better chance of lasting and being successful.
- We feel proud of our contribution to the SDGs. For the last 10 years we have benefited the community where we operate with social responsibility programs.

PRIMARY SDGs FOR TREVINO LEATHER



Zero hunger



Quality education



Reduced inequalities



Good health and Well-being



Clean water and sanitation



Climate action



TREVINO LEATHER



IV. SOCIAL RESPONSIBILITY



SOCIAL RESPONSIBILITY ACTIONS

Sustainable Development Objectives

Our actions



We allocate budget for donations and promoting employment.



We have health programs for disease prevention and we encourage a healthy lifestyle, carry out awareness campaigns and train in occupational safety.



We seek to develop capabilities in our work team, implement improvement and innovation ideas, we have a school scholarship program and support educational institutions in the region.



We have defined a sustainable water management program that seeks to reduce negative impact of the use of chemical products and we have a Wastewater Treatment Plant.



We have social and humanitarian aid programs, in addition to developing an employment Plan for people with different abilities.



We respect local, state and federal environmental law, have an environmental management system which has been certified under the ISO 14001 standard.

EMOTIONAL SALARY

In the search for maintaining balance between family life and work life, in Trevino Leather | Curtidos Treviño we have designed a family sharing program so our collaborators may share more time with their loved ones and engage them in the company.

This program is part of the emotional salary that includes, additionally, education and scholarship programs, celebrations due to anniversary or birthday, social benefits, recreational spaces, volunteering activities, and performance recognition. Some of the activities that are part of the Emotional Salary Program carried out in 2020, with an investment of 187 thousand 692 pesos, are:

Event	Date	Resources allocated
Collaborators' birthday	Every end of month	\$ 7,200.00
Epiphany celebration	6/01/20	\$ 12,146.00
Valentine Dinners Contest	15/02/20	\$ 15,000.00
Together in favor of cleaning	07/03/20	\$ 10,418.00
Cinema at the company	4/10/2020, 10/10/2020, 17/10/2020 y 7/11/2020	\$ 40,000.00
Day of the Death altar Contest	7/11/20	\$ 34,000.00
Seniority recognitions	17/12/20	\$ 68,928.00
Total		\$187,692.00

This year, due to the pandemic, we were forced to reduce the events in our calendar from April to August 2020, the following ones we were able to make them with all the health indications recommended by the authorities and our Health Department.



CORPORATE ETHICS

We developed and enforce our Code of Conduct and our policies regarding:

- Human Rights
- Diversity and Inclusion
- Non-discrimination
- Anti-corruption
- No retaliation
- Social Responsibility
- Human Resources
- Data privacy
- Corporate governance
- Unforced labor
- Child labor
- No mistreating and abuse
- Business practices
- Suppliers

The screenshot shows the Trevino Te Escucha EthicsGlobal report system interface. At the top, there is a header with the Trevino logo and a button labeled 'PARA CONOCER STATUS Y ENVIAR MÁS INFORMACIÓN' with a subtext 'Escriba su folio de seguimiento'. Below this is a blue button labeled 'Consultar Reporte'. The main content area has a heading 'Enviar reporte' and a subtext 'Denunciar ahora'. Below this is a section titled 'Agradecemos tu confianza' with a paragraph of text: 'Te damos la bienvenida a este espacio destinado a escucharte y atenderte. Este canal de comunicación tiene por objetivo reportar posibles conductas inapropiadas como fraude, acoso, soborno, conflicto de intereses, violaciones al código de conducta, reglamento interno, etc. Este servicio es operado por EthicsGlobal para Curtidos Treviño S.A. de C.V. Ponemos a tu disposición también la línea telefónica 800-04-ética(38422) Política de confidencialidad y anonimato.' Below this is another paragraph: 'La identidad de la persona denunciante tendrá la consideración de información confidencial, no pudiendo adoptarse ninguna medida disciplinaria, directa o indirecta, por el hecho de la denuncia, sin perjuicio de los derechos que correspondan, conforme a la normativa vigente, a los denunciados.' Below this is a paragraph: 'Para asegurar su total protección, las personas pertenecientes a Curtidos Treviño S.A. de C.V. o ajenas a ella pueden denunciar una falta ética empleando nuestra Línea de Denuncia en la siguiente dirección: Treviño Te Escucha o a través del número gratuito 800-4-Etica (38422)' Below this is a paragraph: 'Hasta tanto se sustancie la investigación de una denuncia se adoptarán las medidas apropiadas, para salvaguardar los intereses de las personas que aportan información o cooperan en una investigación o una auditoría.' Below this is a paragraph: 'Curtidos Treviño S.A. de C.V. y EthicsGlobal le otorgan una alta prioridad a la mantención de la confidencialidad de la información que maneja. Por ello, protege dicha información mediante resguardos físicos, electrónicos y de procedimientos. En Curtidos Treviño S.A. de C.V. limitamos el acceso de sus miembros a la información de que dispone en bases a una política de "necesitar saber'.

Para más información visite: [Aviso de Privacidad](#)

We maintain tools and procedures available to allow us to detect incorrect practices in these areas. Our anonymous report system is operated by a third party in order to comply with our confidentiality and non-reprisal policies: <https://trevinoteescucha.ethicsglobal.com>



La herramienta más efectiva
para **detección del fraude**

COMMUNITY ENGAGEMENT

Those working at Trevino Leather | Curtidos Treviño know we have a commitment to our closest community, so we continuously participate in different activities that are carried out in the different municipalities close to our facilities.

We are very interested in impacting sustainable social development addressing the needs of our nearby communities, through activities that foster synergies with institutions that collaborate with us to strengthen common good.

This work is possible thanks to our clients and stakeholders' trust, in addition to our collaborators who enable us to address the requirements of children, youths, vulnerable people and other groups in the community of which we are part.

We seek to focus our activities on the true needs in our community in order to address them and provide resources that can help improve their quality of life and aspire to a better world. This year, due to the World pandemic we are experiencing, our activities were reduced because of the preventive measures to avoid infection, thus our enterprise only organized three events in the neighboring communities.



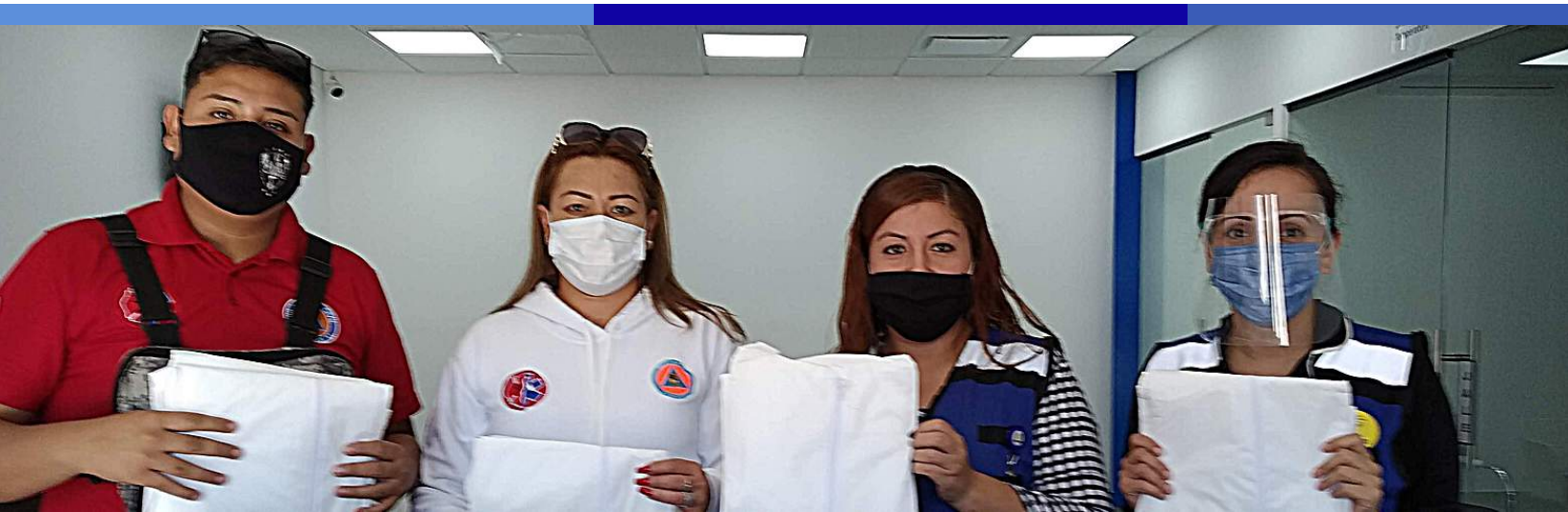
At the same time, we donated 584,440 MXN in economic resources to support different projects in our communities.

Economic donations	Donations in kind	Total
\$370,599.94	\$213,841.00	\$584,440.94

Among the main activities supported the following stand out:

Organization/Institution	Purpose of the organization	Cause supported	Number of beneficiaries
Ciudad de los niños A.B.P.	Serving low resources children and youths and their families through solid academic, technical, human and spiritual formation so they become development drivers in the community with a Christian approach in life.	Face masks for personal and children Education for children with low-income.	1,228
Department of Health in El Carmen and Hidalgo	Management of health services in that community.	Donation of face masks for medical staff.	30
Mayor's Offices El Carmen	Citizen Services.	Sanitizing archway. Construction of the new IMSS clinic.	300
Comedor de Luz Azucena A. C.	Providing nourishment to vulnerable community in Abasolo.	Providing food to elderly and unemployed individual's families.	70 people per day
El Carmen Parish	Catholic church.	Support in covering health services and staff payroll.	30
DIF de Mina, Abasolo, El Carmen, Hidalgo	Decentralized public institution in charge of coordinating the National System for Public and Private Social Support of the municipalities.	Food packages for the community in these municipalities.	200 families
Hidalgo Municipalities	Citizen Services.	Garbage drums for the community.	15 families

Donation to Aimé Nizuc, rodeo sports person	Rodeo sport individual, 8 years old, who participates nationally in contests with our support.	Support in national rodeo finals participation (Chihuahua), Barrel Racer Fest 2020 (Pesquería) and La Gran Carrera in Querétaro.	1 family
Red Cross	Providing health and humanitarian support to the community.	Support to the organization to continue providing their services.	40
Protección Civil El Carmen, N. L.	Carrying out activities for risk prevention, emergencies or disasters, searching to protect the integrity of the population.	Providing personal protection equipment.	30
Alianza Anti cáncer Infantil – Child Anti-cancer Alliance	Promoting fight against child cancer.	Donation in kind for recycling campaigns that help more children receive cancer treatments	370



RECYCLING

The Alianza Anticáncer Infantil (Child Anti-cancer Alliance) is another institution that received support from our company donating 369 kilos of waste materials collected in our institutions. The aluminum, PET, plastic caps, and electronic materials waste was gathered in our plants so resources can be bought to cover medical treatment required by children who are treated in their institution.



Material	Kilos
Aluminum	140
PET	60
Plastic caps	15
Electronic Material	154
Total	369



Alianza Anticáncer Infantil
Otorga el presente **RECONOCIMIENTO** a:

CURTIDOS TREVIÑO S.A. DE C.V.

Por sumarse a la Campaña de Reciclaje 2020

Reciclar es más que una acción, es el valor de la responsabilidad y el amor a otros.
Sumando Esfuerzos para dar Amor, Esperanza y Vida.



Lic. Patricia Ríos
Directora General

Alianza Anticáncer Infantil | Fabriles 1845 Colonia Fabriles | T. 81911070 al 73 | recepcion@acancer.org y reciclaje@acancer.org

SAFETY AND HEALTH



In Trevino Leather | Curtidos Treviño our priority is our collaborators' safety and physical integrity, so our installations meet all the necessary regulations to offer safe and clean spaces according to strict health and safety standards.



To comply with the security protocols before any emergency or incident that could jeopardize our collaborators' physical integrity we have integrated formal Safety and Security committees that represent 50 percent of our workforce. Thanks to these actions, during 2020 there were no work accidents of great significance or fatalities recorded.

As a way to ensure that those individuals working in our enterprise do it in a safe, clean and healthy environment, the Security and Hygiene Brigade members participated in four trainings carried out during the year. This year there were 87 collaborators trained in topics such as First Aid, Fire Fighting, Evacuation, Search and Rescue, and Leaks and Spills.

Measures against COVID-19

As part of the commitment with our collaborators' and their families' wellbeing and in order to strengthen the preventive actions against COVID-19 infection, we delivered anti-bacterial gel, masks, face masks and information related to the pandemic, benefiting 950 families starting in March 2020.



Health events for collaborators and their families

As part of our commitment with our collaborators' and their families' wellbeing and in order to strengthen the preventive measures for COVID 19 infection, we delivered anti-bacterial gel and information related to protecting their health, benefiting 950 families.

Health promotion for collaborators and families	
Campaign	Beneficiaries
Information and prevention. Brochures with health topics, COVID 19 and Breast Cancer.	950
Family health program. Delivery of Antiparasitic medications	250
Health programs for women. Timely detection of ovarian cancer.	60
Nutrition campaign and nutrition consultation to vulnerable collaborators	55
Total	1,525



TREVINO LEATHER®

V. 2021 SUSTAINABILITY GOALS

2021 SUSTAINABILITY GOALS

Reducing
1.10
kg/m².
Carbon footprint.

Reusing
3%
of treated water in
production
processes.

Align Corporate
Strategy to
**Global
Compact**

Increase green
areas in
5%
of our plant.

Certification
Leather Working
Group

Certification
ISO 45001:2018



TREVINO LEATHER®

Leather is Natural!...

Leather is Renewable!...

Leather is Eco Friendly!...

Leather is Genuine, not synthetic!

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