

## ESGQ: Environmental, Social, Governance and Quality Policy of Italsempione SpA

Italsempione has defined, in this document, its ESGQ policy in order to share its commitment towards people, society, the environment, quality, and occupational health and safety, through the involvement of its stakeholders (customers, suppliers, shareholders, employees, community, etc.) to identify the material issues relevant to its organization and thus undertake a virtuous path of continuous improvement.

The ESGQ policy was implemented considering, among others:

- "Corporate Sustainability Reporting Directive - CSRD" (Directive 2022/2464).
- European Sustainability Reporting Standards (ESRS), developed by the European Financial Reporting Advisory Group (EFRAG)
- United Nations Sustainable Development Goals (SDGs)
- UNI EN ISO 9001 Standard
- Current legislation

It integrates with other policies already featured at Italsempione, such as:

- Code of Ethics (Legislative Decree 231/01)
- Privacy and data security (EU Reg. 679/16)

**Italsempione S.p.A is a leading Italian company in international shipping and logistics, combining the flexibility of an entrepreneurial company with the reliability of a large and solid group.**

Since its foundation in 1955, the company has experienced a continuous development that has enabled us to spread the quality and efficiency of its services from Italy all over the world. We started with the delivery of foodstuffs, then in the 1970s, we specialized in groupage shipments to Europe. Finally, in the 1990s, we added air and sea activities to our offer, to guarantee our customers a complete range of services.

Quality is a fundamental concept for Italsempione: quality in doing and quality in the way of doing, which is why we obtained:

- **ISO 9001 Quality Certification**
- **The AEO Full Certification** as an Authorized Economic Operator

We have also been positively evaluated by the **Safety and Quality Assessment System (SQAS)**, which certifies the environmental, safety and quality performance of logistics service providers.

**We are FIATA, IATA and ENAC Regulated Agent.**

The company's founding principles are also ecology, environmental protection, attention to people and to those in need: not mere words for Italsempione, but concrete facts that for years have found evidence in the company's continuous commitment internally and in the territory.

Below are the goals that the company actively pursues and some examples of our activities concerning ESG - Environment, Social, and Governance - that is, the three pillars of sustainability:

- **E (Environment=Environment):** we want to reduce the impact on the environment caused by our activities through interventions that consider:
  - resource depletion, greenhouse gas emissions, deforestation, contribution to climate change, such as ecological footprint and CO2 emissions;
  - management of natural resources such as water and biodiversity;
  - waste and pollution;
  - creation of possibilities and opportunities in relation to the environment, such as adoption of clean technologies, renewable energy and recycling of materials;

At the same time we want to offset our environmental impact through funding projects or institutions that protect the environment locally and globally, such as the "Italsempione Forest" created in collaboration with Treadm. Thanks to this initiative, 3,000 trees have been planted in three different nations around the world affected by deforestation issues - Guatemala, Ecuador and Ghana - while also helping to support local economies.

- **S (Social=Social):** we want to ensure a healthy and comfortable working environment for the company's staff, with appropriate working conditions, welfare and prospects to attract new talents and retain existing resources, taking into account: safety, accident prevention, health, welfare and continuous learning of employees.

Being a large group that operates and moves around the world every day also means being aware of its impact on the territory and the problems around us. For this reason, our attention to social issues is taken through Corporate Social Responsibility activities with continuous support to Associations and NGOs that work in favor of disadvantaged realities in Italy and abroad that have become over time our faithful travel companions - among them, for example, SOS Bambini Onlus, Fondazione Lega del Filo d'Oro E. T.S. Ente Filantropico, Pane Quotidiano Onlus, Insieme con Sorriso Onlus of Casorezzo (MI); Ossola Amica Dell'UGI ODV of Villadossola (VB); AIL - Associazione Italiana contro le Leucemie - linfomi e mieloma ONLUS.

- **G (Governance=Governance):** we want to conduct our business and carry out environmental and social projects with ethics and transparency, ensuring the absence of corruption and bribery. In this regard, the Code of Ethics is an integral part of the Legislative Decree 231/2001 Organizational Model adopted by Italsempione. It enshrines the principles of integrity and fairness on which our company is founded and which must guide all behavior of the Company and its directors, managers, employees, collaborators, customers and suppliers. We do not want to be the best company in the world, but a better company for the world.

In addition, Italsempione is committed to the following general guiding principles by putting in place activities aimed at:

**- With reference to ESG issues:**

- Contributing to Sustainable Development and the achievement of the SDGs (Sustainable Development Goals), for which we are able to govern their improvement actions;
- Reduction of climate change impacts that its own activities may generate;

- Reduction of impacts that its activities may suffer due to extreme environmental phenomena;
- Combating forced and irregular labor in accordance with current company practices;
- Respecting the right to a healthy and safe working environment for all workers;
- Protection of diversity and equal opportunity in order to counter all forms of discrimination;
- Combating all forms of disrespectful treatment of workers, harsh or inhumane treatment;
- Right to non-excessive working hours and any more favorable conditions for workers;
- Right to a fair wage that enables the basic needs of workers and their families to be met having regard to the cost of living in the area;
- Fighting against corrupt practices and the publication and distribution of the Company's Code of Ethics to interested parties through the use of the website;
- Pursuing Responsible Sourcing;
- Defining the principles of interaction and involvement of stakeholders and target communities;
- Regulating cases of dependence on/on suppliers;
- Assessing which alternatives to purchasing will minimize the impact on the environment and society from a life-cycle perspective of the product/service purchased;
- Protection of the data and privacy of the user of our services, safeguarding their rights to confidentiality and limiting the type of information collected and the methods by which such information is obtained, used and protected (GDPR Notice on the company website);
- Implementation of procedures to ensure honest business communication, the information of which is factually based and not misleading, and the contract conditions provide information about the services provided that can be understood by the users;
- Implementation of specific programs to achieve emission reduction targets (other than greenhouse gases);
- Social dialogue i.e., the activities of negotiation, consultation or exchange of information between or with representatives of governments, employers and workers, on matters of common interest relating to economic and social issues;
- Free power of workers to elect their own representative;
- Creation and maintenance of a work environment free from discriminatory attitudes, in terms of sex, race, religion, age, disability, sexual orientation, political opinion, nationality, social origin, ethnic group or other conditions as well as free from attitudes of violence, exploitation, bullying, abuse.

**- With reference to Quality:**

- Ensuring the availability of the necessary resources for the implementation and maintenance of the Management System, promoting the active collaboration of all employees for the purpose of continuously improving the services in accordance with the evolution of standards and market demands, guaranteeing the professionalism of Managers and Employees according to Training and Education Plans appropriate to the enhancement of individual skills;

- Ensuring that respect for people and Business Ethics are considered as integral parts of the company's other objectives, such as economic development, industrial and market expansions, the search for new organizational models, and training and upgrading;
- Maintenance of commitments made through the issuance of the Code of Ethics, which represents the codification of policies for controlling individual behavior. It constitutes an effective means of preventing irresponsible or unlawful behavior on the part of those who work on behalf of the company, through the introduction of the clear and explicit definition of the ethical and social responsibilities of its managers, executives, employees and suppliers, protecting the rights of workers and fighting against discrimination of any kind (The complete Code of Ethics is available on the company website at the link <https://www.italsempione.it/static/download/codice-etico-ita.pdf>);
- Satisfaction of the expectations and requirements agreed with Clients for Domestic and International Land, Air, Sea and Integrated Logistics Services of Miscellaneous Goods and Classified Dangerous Goods (ADR-DGR-IMO), in compliance with the mandatory regulations;
- Selection of Carriers to be used, monitoring and evaluation of their performance;
- Promotion of performance in the area of transportation security, in full compliance with applicable national and international regulations;
- Ensuring the protection of goods from theft, vandalism, tampering and malicious events both during storage at our Warehouses and during transportation and, in the case of transportation of dangerous goods, to also prepare a series of preventive measures in order to reduce security risks as much as possible;
- Adoption of all appropriate measures to prevent data theft, hacking attempts, or unauthorized entry into computer systems and all portable devices, for the protection of both data confidentiality and security related to transported data and products;
- Cooperation of transporters, shippers and consignees with each other and with the relevant authorities to exchange Information regarding possible threats, apply appropriate security measures and react to events that endanger security in general;
- Analysis of any Non-Compliance or Complaint in order to promptly intervene with appropriate Corrective Actions to absolutely avoid its recurrence and/or occurrence;
- Conduct of its activities operating in such a way as to safeguard the safety of its employees, third parties involved in its operations, continuing to make every effort to prevent all accidents, injuries and occupational diseases, through the active participation of each employee to identify and eliminate or control risk situations related to its activities;
- Operating as a priority to avoid causing harm to people, property and the environment;
- Operating, in compliance with current legislation, to supervise, promote and support abstention from alcohol and drug use;
- Monitoring and measuring its performance, reviewing it, and making decisions to improve the effectiveness of the Organization and the quality level of Services provided to Clients over time;
- Setting continuous improvement goals in compliance with applicable requirements.

**- With reference to Health and Safety:**

- Training, information and awareness of workers to perform their duties safely and to assume their responsibilities for occupational health and safety;
- Constant readiness and willingness for continuous improvement and prevention;
- Providing the necessary human and instrumental resources;
- Participation of the entire corporate structure, according to its attributions and competencies, in achieving the assigned safety objectives so that:
  - Workplaces, operating methods and organizational aspects are carried out in such a way as to safeguard the health of workers the company's assets, third parties and the community in which the company operates;
  - Information on company risks is widespread to all workers; training of workers is carried out and updated with specific reference to the task performed;
  - Emerging needs in the course of work activities are addressed promptly, effectively and diligently.
  - Cooperation among various company resources and the involvement and consultation of workers, including through their safety representatives, are promoted;
  - All applicable laws and regulations are complied with, procedures formulated, and company standards identified are adhered to;
  - Its activities are also managed with the aim of preventing accidents, injuries and occupational diseases;
  - To the definition and dissemination within the company of OSH objectives and related implementation programs.

This document is subject to publication and distribution to interested parties through the use of the website and its contents will be reviewed periodically so as to keep them aligned with the company's strategies for sustainable development of its business.

Both Italsempione staff and all interested parties are required to take maximum effort to implement the principles set forth in this document.

Vittuone, 10/01/2024

Signed by Chief Executive Officer

Pietro Vavassori

