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This policy applies without distinction to all companies of the Canil Group (Canil spa and F.Ili Canil sro).

1. GENERAL OBJECTIVE

Our company provides TRANSPORT SERVICES FOR HAZARDOUS CHEMICAL PRODUCTS to companies in Italy, the EU and non-EU territory. We also offer ORDINARY MAINTENANCE AND SERVICING OF VEHICLES for transport companies. These objectives must be pursued to protect the health of workers and to control the environmental impact. They play an integral part in meeting the needs of customers, as well as those of other interested parties, including the entire community that could be affected by our processes.

In pursuing the general objective, our company pays particular attention to:

- quality of service in terms of reliability, precision, punctuality, systematic application of standards, focus on problem solving;
- evolution of the business environment and ongoing analysis of the processes that may be affected by it;
- competence and skills of the entire staff, with periodic and ongoing training and education;
- wellbeing and satisfaction of company employees (sharing, involvement) and of stakeholders (customers, collaborators, the public and society in general);
- ongoing analysis of non-conformities, risk assessment results, identification of opportunities.

The overall strategy is total quality aimed at continuous improvement of all conscious processes. The company believes that only through this culture can it continue to be useful for the environment and society in which it operates.

In pursuing the general objective, the company pays particular attention to the aspects described below.

2. STRATEGIC OBJECTIVES**2.1 QUALITY**

- To increase the quality of the transport services;
- To effectively meet the implicit, expressed and expected requirements of customers;
- To improve communication flows and the effectiveness of communication in the management of customer relations;
- To increase efficiency in the implementation of processes through the use of nonconformities, risk assessment results and identification of opportunities;
- To keep vehicles clean, in perfect working order and technologically advanced;
- To inform the customer, in real time, of the location of the load throughout the satellite transport service;
- To monitor all the variables that may interfere with efficient and proper transportation, by means of appropriate indicators;
- To continue to spread and share the culture of Quality within the company;

2.2 HEALTH/SAFETY AND ENVIRONMENTAL PROTECTION

- To protect the Health and Safety of company employees, collaborators, subcontractors and the community;
- To ensure respect for basic human rights, adopting behaviour and practices that prevent all manner of discrimination against employees, collaborators, customers and suppliers;

- To combat child labour by prohibiting the employment of minors in company activities, except in the case of duly assessed favourable legislative measures;
- To not hinder in any way the freedom of association with trade unions or other types of organisations by employees;
- To guarantee decent working hours and conditions to all employees, collaborators and third parties in contact with the company;
- To improve the efficiency with which natural resources are used in the processes, and to protect the quality of the environment;
- To increase the level of protection and security of the site and the vehicle fleet and consequently, the integrity of the products transported;
- To guarantee compliance with the prohibitions on the use of drugs and alcohol during working hours;
- To respect and protect the environment;
- To abide by the laws on health, safety and environmental protection by becoming actively involved inside and outside the company;
- To maintain a Prevention and Protection System specifically designed to prevent accidents, injuries, occupational diseases and pollution;
- To maintain and regularly update the first aid team and fire prevention team;
- To promote and verify full compliance with the current transport regulations (ADR, Road Rules, Requirements on Driving and Rest Time periods, etc.) and safety rules;
- To systematically assess existing and/or potential risks in order to eliminate or reduce them;
- To promote safety by implementing Behaviour Based Safety (BBS) principles when driving transport vehicles and loading and unloading goods;
- To implement the safety, health and environmental protection measures requested by customers and/or loading and unloading sites in compliance with the current regulations, and to train staff on the use of these measures;
- To educate, develop and verify the knowledge acquired by staff with appropriate updates;
- To provide suitable and necessary equipment to prevent accidents, injuries, etc.;
- To cooperate with the authorities in emergency situations;
- To maintain a “healthy working environment” by promoting a relaxed and comfortable climate, based on real and constructive cooperation, teamwork, mutual respect and the protection of physical and mental wellbeing in the workplace;

Management welcomes, takes into due consideration and strongly encourages reports, actions and critical/constructive feedback from each employee regarding Health, Safety and the Environment; the responsibility in these areas involves all levels of the company, from Management to the operators.

2.3 SECURITY AND PRIVACY

- To educate, train, and make employees aware of the security measures, as provided for by the ADR;
- To verify that the security measures are applied and followed by employees and parties in contact with the company;
- To maintain, defend and promote the Privacy principles with the involvement of the entire staff;
- To increase the level of protection of personal data;
- To keep updated and to verify compliance with the company’s rules on the use of the computer system;
- To protect and preserve the company site and its property with the use of a video surveillance system and a night watchman, and to allow access only to authorised personnel;
- To protect and preserve the vehicle fleet with the use of a satellite system, appropriate insurance policies and precise instructions to drivers;
- To verify that the measures adopted are followed by employees, collaborators and, where possible, by parties in contact with the company.

2.4 CODE OF ETHICS

- To confirm and establish, through the adoption of the Code of Ethics, the principles of fairness, honesty, loyalty, integrity and transparency of behaviour, the operating methods, and management of relations both within the company and with third parties;
- To promote legal and fair practices within the company, which are deemed essential for carrying out the its activities;
- To promote and spread the knowledge and appreciation of the ethical values contained in the Code of Ethics and considered a competitive advantage of the Group, to all those who work for companies of the Group: employees, directors, managers, auditors, as well as internal and external collaborators who contribute to achieving the management and supervision objectives of the Canil Group;
- To act in an informed manner when abiding by the laws and regulations in force;

- To treat customers, partners, employees, suppliers, the surrounding community and the institutions that represent it, including public officials, public servants and professional collaborators, with honesty, fairness, impartiality and without prejudice;
- To compete fairly in the marketplace with competitors, pursuing the goals of fair trade and implementing an operating method that rejects corruption, bribery, fraud, money laundering and anti-competitive activities;
- To avoid and discourage conflicts of interest on the part of employees and collaborators of the company;
- To operate according to the principle that every operation or transaction must be correctly recorded, authorised, verifiable, legitimate, consistent and congruous;
- To use the intellectual and tangible assets of the Group's companies, including IT tools, in compliance with the general rules and their intended use, and in such a way to safeguard their preservation and functionality, complying with third-party intellectual property rights, and ensuring that they are not used in violation of any legal provisions;
- To contribute to ethical/social initiatives in the field of medical/scientific research, in the assistance of abandoned children and to support socially useful initiatives sponsored by local authorities.

2.5 SUBCONTRACTING

- To mainly use its own means;
- To give preference to the use of fully integrated subcontractors;
- To allow the occasional use of non-integrated subcontractors;
- To correctly apply the procedures for the selection and management of subcontractors;
- To only use subcontractors selected and authorised by management;
- To monitor the performance of subcontractors and establish/implement improvement actions;

In order to pursue these objectives when carrying out the processes, the organisation must plan, implement and measure actions aimed at continuous improvement (increased efficiency) while also ensuring that the applicable regulatory requirements are implemented constructively, so that they can contribute to achieving the general business objectives.

3. MANAGEMENT COMMITMENT

In order to allow everyone in the organisation to pursue the objectives outlined, Management not only commits to disseminate the contents of this policy to all levels of the organisation, but also to:

- monitor the performance of the management system and the results obtained and promote improvement actions by providing the necessary resources;
- increase the participation and involvement of all collaborators in the pursuit of all the objectives;
- oversee internal relations so that the climate within the company allows all roles to contribute to the pursuit of the objectives according to the logic of teamwork;
- encourage the collaboration of all roles in identifying critical points useful to plan improvements.

In order to ensure that the objectives outlined are effectively pursued, Management has implemented a Management System in compliance with the requirements of the UNI EN ISO 9001 - UNI EN ISO 14001 - UNI ISO 45001 standards, as well as the "Lavorosicuro" Operating Guide. It has also prepared and adopted an [Organisational and Management Model](#) in accordance with Legislative Decree no. 231 of 8 June 2001.