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

1. GENERAL OBJECTIVE

Our company offers TRANSPORT SERVICES OF HAZARDOUS AND NON-HAZARDOUS LIQUID CHEMICAL PRODUCTS to companies operating in the national, EU and non-EU territory. The company also offers ORDINARY VEHICLE MAINTENANCE services and the technical operations necessary for their REVISION to transport companies.

These objectives must be pursued by guaranteeing the protection of workers' health and the protection of the environment, in order to satisfy not only the needs of customers, but also those of other interested parties, including the community that may be affected by the implementation of our processes.

In the pursuit of the overall objective, our company pays particular attention to:

- quality of service, understood as reliability, accuracy, punctuality, application of standards and problem solving;
- evolution of the business environment and systematic analysis of processes that can be influenced by it;
- staff competence, through regular training and instruction;
- well-being and satisfaction of internal roles and stakeholders (customers, employees, public and social context);
- analysis of non-conformities, risk assessment and identification of opportunities.

Our strategic vision is one of total quality, aimed at the continuous improvement of all processes. The company believes that it is only through this culture that it will be able to continue to serve the environmental and social context in which it is embedded.

In the pursuit of the overall objective, our company pays particular attention to the aspects delineated on point 2. Strategic Objectives of this policy.

2. STRATEGIC OBJECTIVES

2.1 QUALITY

- Increase the quality level of transport service performance;
- Satisfy implicit, expressed and expected customer requirements;
- Optimise communication flows and the effectiveness of customer relationship management;
- Increasing the efficiency of processes through the use of non-conformities, the results of risk assessment and the identification of opportunities;
- Keeping the fleet clean, tidy and technologically advanced;
- Provide real-time tracking of cargo location through satellite service;
- Monitor variables that may influence transport performance through the use of appropriate indicators;
- Continue to promote, disseminate and share the culture of Quality within the company.

2.2 HEALTH, SAFETY AND ENVIRONMENTAL SUSTAINABILITY

- Protect the Health and Safety of its employees, third parties in contact with the company and the community by guaranteeing a safe and healthy working environment for all employees, through the implementation of

strict safety and prevention measures;

- Contrast child labour, prohibiting the employment of minors in company activities, except in the case of duly assessed favourable legislative provisions;
- Encourage employees to report risk situations and contribute with suggestions to improve safety conditions at work;
- Implementing measures to identify and manage work-related stress, offering support and resources to improve employees' mental well-being;
- Ensure that all health and safety policies and practices are applied fairly and without discrimination;
- Ensure full compliance with applicable national and international occupational health and safety and transport regulations (ADR, Highway Code, Driving and rest time regulations, etc.);
- Increase the level of protection and safeguarding of the site and the vehicle fleet, guaranteeing the integrity of the products transported;
- Ensure compliance with bans on the use of drugs and alcohol during working hours;
- Implement a prevention and protection system to avoid accidents, injuries and occupational diseases, through risk analysis and management;
- Continuously assess existing and potential risks, taking corrective and preventive measures to eliminate or contain them;
- Provide adequate and necessary personal protective equipment and devices to prevent injuries and accidents;
- Adopt advanced technologies to improve safety at work, such as real-time monitoring systems, safety sensors and intelligent personal protective equipment;
- Maintain and promptly update the first aid team and fire prevention team, ensuring that they are properly trained and prepared;
- Promote safety by implementing BBS principles in the safe driving of vehicles for road transport and loading and unloading operations;
- Implement the safety and health protection provisions required by customers and/or loading and unloading sites, to implement them by training personnel;
- Provide periodic and systematic education and training to all personnel to increase safety awareness and competence, verifying the knowledge acquired;
- Promote a safety culture through communication, involvement and empowerment of all employees;
- Implement an anonymous feedback and reporting system to allow employees to report safety concerns without fear of retaliation;
- Actively cooperate with relevant authorities in emergency situations and during safety inspections;
- Liaise with external security consultants and experts to obtain an independent assessment of the company's security policies and practices;
- Implement measures to reduce CO2 and other greenhouse gas emissions by promoting energy efficiency and the use of renewable energy sources;
- Optimise the use of natural resources, such as water and raw materials, and promote waste reduction, reuse and recycling practices;
- Improve the energy efficiency of business processes through the adoption of innovative technologies and the promotion of sustainable behaviour;
- Minimise the impact of business activities on ecosystems and biodiversity by adopting responsible land and natural resource management practices;
- Working with suppliers and partners to ensure that environmental sustainability practices are integrated throughout the supply chain;
- Ensure compliance with all applicable environmental regulations and promote the adoption of voluntary sustainability standards;
- Educate and raise awareness among employees on the importance of environmental sustainability, providing training and tools to adopt sustainable practices in their daily work;
- Promote innovation and the development of new products and services that contribute to environmental sustainability and reduce the company's ecological footprint;
- Monitor and report on the company's environmental performance through key sustainability indicators and publish regular reports to inform stakeholders on progress and challenges;

Management appreciates, takes seriously and encourages every employee's critical and constructive reports, interventions and contributions regarding Health, Safety and Environmental Sustainability. Responsibility in these areas involves the entire organisational structure, from the Management down to operational roles.

2.3 SECURITY AND PRIVACY

- Inform, train and make employees aware of the provisions concerning security, as stipulated in the ADR;
- Ensure that the provisions concerning Security are applied and respected by employees and third parties in contact with the company;
- Maintain, defend and promote the principles of Privacy by involving all personnel;
- Increase the degree of protection of personal data;
- Maintain up-to-date and verify compliance with company regulations for the use of the computer system;
- Protect and preserve the company site and its contents through video surveillance, night guards and prohibition of access by unauthorised persons;
- Protect and preserve the vehicle fleet by using the satellite system, appropriate insurance policies and precise instructions to drivers;
- Ensure that the measures taken are respected by employees, third parties in the company and, where possible, third parties in contact with it.

2.4 CODE OF ETHIC, CORPORATE SOCIAL RESPONSIBILITY, GENDER EQUALITY, GOVERNANCE AND SUSTAINABILITY (ESG)

- Confirming and establishing, through the adoption of the Code of Ethics, the principles of fairness, loyalty, integrity and transparency in behaviour, in the way of operating and in the conduct of internal and external relations;
- Consider legality and fairness within the company, as indispensable conditions for the performance of company activities;
- Promote and spread knowledge and appreciation of the ethical values (collected in the Code of Ethics) to employees, directors, control bodies and collaborators by sanctioning misconduct;
- Act in an informed manner in compliance with applicable laws and regulations;
- To treat customers, shareholders, employees, suppliers, the surrounding community and institutions, including any public official or person exercising a public service, with honesty, fairness, impartiality and without prejudice;
- Compete fairly in the marketplace pursuing the fair-trade route avoiding corruption, bribery, fraud, money laundering and anti-competitive activities;
- Avoiding and discouraging conflicts of interest on the part of employees and collaborators;
- Ensure that every transaction or transition is properly recorded, authorised, verifiable, legitimate, consistent and appropriate;
- Ensuring freedom of association for all employees, allowing them to join trade unions or other organisations without any restriction or hindrance from the company;
- Ensure that suppliers and business partners adhere to the same ethical and social standards as the company, promoting responsible practices throughout the supply chain;
- Use the intellectual and tangible assets of Group companies, including IT tools, in compliance with the general rules and their intended use, protecting their preservation and functionality, respecting the intellectual property rights of third parties;
- Actively participate in and contribute positively to local communities through volunteering initiatives and support for social projects;
- Promote gender diversity in leadership positions by implementing career development programmes specifically for women and promoting mentoring and training to prepare women for roles of greater responsibility;
- Reducing the gender pay gap by conducting annual pay audits to identify and correct any pay disparities between men and women in equivalent roles, implementing transparent pay policies based on skills and performance;
- Fostering open and transparent communication with employees, encouraging their active involvement in company decisions and listening to their concerns and suggestions;
- Promote a corporate culture that supports work-life balance by introducing flexible working hours, teleworking options and paid parental leave that encourage both men and women to balance work and family responsibilities;
- Promoting employee well-being by providing adequate, modern and well-equipped rest environments to improve the quality of working life;
- Maintain a healthy working environment by promoting a relaxed and serene climate, based on real and constructive collaboration, teamwork, mutual respect and the defence of a good psycho-physical balance

in the company;

- Promote the professional growth and development of personnel by implementing skills development and continuous training programmes for all employees, paying particular attention to the creation of clear and transparent career paths;
- Promoting internal mobility by allowing employees to explore different career opportunities within the company;
- Prevent discrimination based on gender, ethnicity, religion, sexual orientation, age, disability or other personal characteristics, ensuring an inclusive and respectful work environment;
- Ensure that the board of directors is composed of competent, independent and diverse members, promoting a balanced representation of gender and skills;
- Ensure transparency in business operations and accurate reporting of financial and non-financial performance, through regular and detailed reports;
- Implement an effective risk management system to identify, assess and mitigate operational, financial, legal and reputational risks;
- Actively involve stakeholders in relevant business decisions, ensuring that their needs and expectations are considered and integrated into business strategies;
- Provide ongoing training and development opportunities for board members, ensuring that they are up-to-date on best governance practices and current regulations;
- Establish clear criteria for monitoring and evaluating board and executive performance, fostering a culture of accountability and continuous improvement;
- Adopt transparent and merit-based remuneration policies that are aligned with the company's long-term objectives and stakeholders' interests;
- Ensure compliance with all applicable national and international regulations, including those related to governance, transparency and corporate responsibility.

2.5 SUBCONTRACTING

- Use mainly own vehicles for transport operations;
- Prefer the use of fully integrated sub-carriers;
- Allow the occasional use of non-integrated sub-carriers, ensuring that they are used appropriately;
- Correctly apply the sub-vector selection and management procedure to ensure quality and compliance;
- Only use sub-vectors selected and authorised by management;
- Monitor the performance of sub-carriers and establish and apply the necessary improvement actions;
- Implement a regular evaluation system to verify sub-carriers' compliance with company standards and regulations;
- Identify and mitigate risks associated with the use of sub-vectors, through preventive analysis and the definition of action plans;
- Promote sustainable practices among sub-carriers, encouraging them to take measures to reduce the environmental impact of their operations;
- Ensure that sub-carriers comply with corporate policies on social responsibility, including labour rights and gender equality;
- Implement a feedback system to gather input from sub-carriers on how to improve processes and collaborations;
- Encourage the use of advanced technologies among sub-carriers to improve the efficiency, safety and traceability of transport operations.

2.6 CYBERSECURITY AND DIGITISATION

- Implement strict security measures to protect corporate data, customer data and sensitive information from unauthorised access and cyber-attacks;
- Provide ongoing training to employees on cyber security best practices, including password management, malware recognition and incident response;
- Ensure software and tools used by the company are up-to-date and patched to prevent vulnerabilities;
- Implement monitoring systems to detect suspicious activity and respond quickly to potential cyber threats;
- Establish strict controls on access to company resources, ensuring that only authorised personnel can access sensitive information;
- Ensure data security and information protection by implementing IT security measures, such as the use of firewalls, data encryption and automated backup systems, to prevent unauthorised access and protect sensitive company and customer data;
- Develop and maintain business continuity plans to ensure that the company can quickly recover from any cyber-attacks or IT disasters;
- Promote digitisation of business processes to improve operational efficiency, reduce errors and increase transparency;
- Adopt new technologies and digital solutions to improve the company's competitiveness;
- Ensure that all information regarding security policies and practices comply with national and international data protection and information security regulations;
- Adopt real-time temperature monitoring systems to ensure optimal conditions are maintained during product transportation and data is shared with customers;
- Offer a real-time transport tracking service, allowing customers to monitor the status of their shipments at all times;
- Implement digital solutions to optimise operational processes using technologies such as electronic document management.

To pursue these objectives, the organisation must plan, implement and measure actions aimed at continuous improvement (increasing efficiency) by ensuring the application of the requirements of applicable regulations in a constructive spirit, contributing to the pursuit of the overall business objective.

3. MANAGEMENT COMMITMENT

In order to enable the organisation to pursue the outlined objectives, the Management undertakes to:
- disseminating the contents of this policy at all levels of the organisation;
- monitor the performance of the management system and the results obtained, promoting improvement actions and providing the necessary resources;
- increase the participatory role of all employees in the pursuit of the objectives;
- take care of internal relations so that the organisational climate allows all roles to contribute to the pursuit of objectives according to the logic of teamwork;
- promote collaboration between all roles in the identification of critical issues useful for improvement planning;
- promote the implementation of a Management System that complies with the requirements of the UNI EN ISO 9001, UNI EN ISO 14001 and UNI ISO 45001 standards, as well as the 'Safe Work' Operational Guide and the Organisation and Management Model drawn up pursuant to Legislative Decree no. 231 of 8 June 2001.

The Management