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This policy applies indistinctly to the whole Canil Group (F.lli Canil spa, F.lli Canil sro and F.lli Canil. Ro).

1. GENERAL GOAL

The Canil Group offers TRANSPORT SERVICES ADR AND NO ADR LIQUID CHEMICAL PRODUCTS to companies operating nationally and internationally. It offers VEHICLE MAINTENANCE services for transport companies and the technical operations required for their REVISION.

The organisation undertakes to ensure a safe, sustainable, innovative, inclusive and regulatory compliant working environment. The company values and protects diversity and equal opportunities in the workplace by integrating different skills, sensitivities and attitudes; maintaining an environment where there is no harassment, discrimination and retaliation. It is committed to promoting respect and Gender Equality, both in its organisation and in relations with stakeholders. It guarantees equal dignity and opportunities to everyone, regardless of nationality, culture, gender, sexual orientation or any other personal characteristic.

In pursuit of the overall goal, our company pays special attention to:

- quality of service, considered as reliability, accuracy, punctuality, application of standards, flexibility and problem solving;
- evolution of the corporate environment and systematic analysis of processes that may be affected;
- personnel competence, through regular training and instruction;
- the well-being and satisfaction of stakeholders, including employees, customers and the community;
- gender equality, ensuring equal pay, inclusive selection and preventing discrimination;
- analysis of non-conformities, risk assessment and identifying opportunities;
- digitisation of processes and protection of data and the infrastructures;
- sustainability in all company processes.

Our strategic vision is for the continuous improvement of all processes. The organisation believes that it is only through this that it can carry on being useful for the environmental and social context it is part of.

Management appreciates and strongly encourages every employee's constructive intervention and suggestions on Health, Safety, Sustainability, Gender Equality, Cyber-security and Digitisation, Privacy, Code of Ethics and more generally, on processes which involve the entire organisation.

This policy is:

- addressed to all employees and shared with all its main stakeholders, in order to have a greater impact on its value network and be a reference for other companies;
- communicated and spread throughout the organisation and to interested parties;
- considered training and raising awareness for company management;
- periodically reviewed and confirmed in reviews based on events, changes and the results of monitoring and audits.

When pursuing the overall goal, our company pays special attention to its strategic objectives, explained in the next paragraph.

2. STRATEGIC OBJECTIVES

2.1 QUALITY

- Increasing the quality of transport service performance;
- Satisfying implicit, expressed and expected customer requirements;
- Optimising communication flows and effectiveness in managing the customer relationship;
- Increasing process efficiency by using non-conformities, the results of risk assessment and identifying opportunities;
- Keeping the fleet clean, tidy and technologically advanced;
- Providing real-time tracking of the cargo position through the satellite service;
- Monitoring variables that may influence transport by using the appropriate indicators;
- Carrying on promoting, spreading and sharing the culture of Quality in 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 ensuring a safe, healthy working environment for all employees; through the implementation of strict safety and prevention measures;
- Combat child labour by forbidding employment of minors in company activities, unless with duly assessed favourable legal provisions;
- Encourage employees to report risk situations and to make suggestions to improve safe conditions at work;
- Implement measures to identify and manage work-related stress; offering support and resources to improve the mental well-being of employees;
- Ensure that all health and safety policies and practices are applied fairly, with no discrimination;
- Ensure full compliance with current national and international occupational health, safety and transport regulations (ADR, Highway Code, driving and rest time regulations, etc.);
- Increase the level of site and fleet protection and preservation, ensuring the integrity of products transported;
- Ensure compliance with the ban 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;
- Constantly assess existing and potential risks, taking corrective and preventive measures to eliminate or contain them;
- Provide adequate, necessary personal protective equipment and devices to prevent injuries and accidents;
- Adopt cutting-edge technologies to improve safety at work, such as real-time monitoring systems, safety sensors and smart personal protective equipment;
- Maintain and promptly update the first-aid and fire prevention teams, making sure they are properly trained and prepared;
- Promote safety by implementing BBS principles on the safe driving of vehicles for road transport, for loading and unloading;
- Implement the health and safety provisions required by customers and/or loading and unloading sites and train staff on how to use them;
- Provide regular, systematic education and training to all personnel to increase their safety awareness and competence, checking the knowledge acquired;
- Promote a safety culture through the communication, involvement and empowerment of all employees;
- Implement an anonymous feedback and reporting system, to enable employees to report safety worries without fear of retaliation;
- Actively cooperate with competent authorities in emergency situations and during safety inspections;
- Work with external safety consultants and experts for an independent assessment of the company's safety 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, like water and raw materials, and promote waste reduction, reuse and recycling practices;
- Improve the energy efficiency of business processes by adopting cutting-edge technologies and promoting sustainable behaviour;
- Minimise the impact of company activities on ecosystems and biodiversity by adopting responsible land and natural resource management practices;

- Work 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 for them 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.

2.3 SAFETY

- Inform, train and sensitise employees on safety provisions, as stipulated in the ADR;
- Check that safety provisions are applied and respected by employees and third parties in contact with the company;
- Protect and preserve the company site and its contents through video surveillance, night guards and prohibition of access for unauthorised persons;
- Protect and preserve the vehicle fleet by using the satellite system, appropriate insurance policies and precise instructions for drivers;
- Check that measures taken are complied with by employees, third parties in the company and, where possible, third parties in contact with the company.

2.4 PRIVACY

- Maintain, defend and promote Privacy principles by involving all staff;
- Increase the degree of protection of personal data;
- Maintain and check compliance with company regulations on the use of the computer system;
- Check that measures taken are complied with by employees, third parties in the company and, where possible, third parties in contact with the company.

2.5 CODE OF ETHICS, CORPORATE SOCIAL RESPONSIBILITY, GOVERNANCE AND SUSTAINABILITY (ESG)

- By adopting the Code of Ethics confirm and establish the principles of fairness, loyalty, integrity and transparency in behaviour, on how to operate and to conduct internal and external relations;
- Consider legality and fairness in the company as indispensable conditions for carrying out business;
- Promote and spread knowledge and appreciation of ethical values (set out in the Code of Ethics) to employees, directors, supervisory bodies and collaborators by sanctioning misconduct;
- Behave in an informed manner, in compliance with applicable laws and regulations;
- Treat customers, partners, employees, suppliers, the surrounding community and institutions, including any public official or public service provider, honestly, fairly, impartially and with no prejudice;
- Compete fairly in the marketplace by following the fair trade route and avoiding corruption, bribery, fraud, money laundering and anti-competitive activities;
- Avoid and discourage conflict of interest on the part of employees and collaborators;
- Ensure that every transaction or transition is properly recorded, authorised, controllable, legitimate, consistent and appropriate;
- Guarantee freedom of association for all employees, allowing them to join trade unions or other organisations with no restriction or hindrance from the company;
- Make sure 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, and respecting the intellectual property rights of third parties;

- Take an active part in and contribute positively to local communities through voluntary work and support of social projects;
- Promote employee well-being providing suitable, modern, well-equipped rest areas to improve the quality of working life;
- Maintain a healthy working environment by promoting a relaxed, serene climate, based on real, constructive cooperation, teamwork, mutual respect and the defence of a good mental - physical balance in the company;
- Promote professional growth and staff development by implementing skill development and continuous training programmes for all employees, focussed on creating clear, transparent career paths;
- Foster internal mobility by allowing employees to explore different career opportunities in the company;
- Ensure transparency in business operations and accurate reporting of financial and non-financial results through regular, 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 corporate strategies;
- Provide ongoing training and growth opportunities for board members, making sure they are up-to-date on the best governance practices and current regulations;
- Establish clear criteria for monitoring and assessing the performance of the board and management, promoting a culture of accountability and continuous improvement;
- Adopt transparent, meritocratic remuneration policies aligned with the long-term objectives of the company and the interests of stakeholders;
- Ensure compliance with all applicable national and international regulations, including those related to governance, transparency and corporate responsibility.

2.6 GENDER EQUALITY AND ZERO TOLERANCE DISCRIMINATION AND HARASSMENT

- Ensure Gender Equality in selection and recruitment processes, attract talent with a balance of soft and hard skills and enhance meritocracy, basing the choice of the best profiles on experience, skill and competences;
- Foster fair, inclusive selection processes by providing adequate training on Gender Equality and awareness of cognitive bias;
- Make sure the board is composed of competent, independent and diverse members, with balanced representation of gender and skills;
- Promote gender diversity in leadership positions by implementing specific career development programmes for women, and by facilitating mentoring and training to prepare women for roles of greater responsibility;
- Prevent discrimination based on gender, ethnicity, religion, sexual orientation, age, disability or other personal characteristics, guaranteeing an inclusive, respectful work environment;
- Offer equal growth opportunities without any gender discrimination by providing training for all employees, to raise awareness on enhancing differences, Gender Equality, inclusion and the impact on business that these issues have;
- Reduce the gender pay gap by conducting annual pay audits to identify and correct any pay disparities between men and women with equivalent roles, implementing transparent, skill-based and performance-based pay policies;
- Promote a corporate culture that supports work-life balance by introducing flexible working hours, smartworking and paid parental leave, to encourage both men and women to balance work and family responsibilities;
- Value and promote parenthood, creating a work environment that favours its reconciliation with a professional activity;
- Ensure an inclusive, respectful work environment, encouraging any reports on behaviour not in line with company values and promote a culture based on respect, cooperation and everyone's well-being;
- Foster open, transparent, inclusive communication with employees, encouraging their active involvement in company decisions and listening to their concerns and suggestions; in order to maintain a focus on valuing diversity, supporting women's empowerment and transparently communicating the willingness to pursue Gender Equality;
- Make adequate resources available to implement the management system by appointing a Steering Committee for the effective adoption and ongoing implementation of the gender equality policy;
- Adopt a monitoring system that ensures the adequacy of the system management and encourage a regular updating and review of the system;

- Increase the awareness of the entire organisation and third parties with whom the organisation cooperates on issues and consequences related to discriminatory conduct and harassment, and prevent related risks;
- Ensure prompt, effective intervention in response to any report on discrimination and/or harassment, providing support and protection to the person involved, taking the actions and/or initiatives deemed most appropriate and suitable, including those of a disciplinary nature, to protect the work environment.

2.7 SUBCONTRACT

- Mainly use own means for transport operations;
- Prefer the use of fully integrated sub-carriers;
- Allow occasional use of non-integrated sub-carriers, making sure they are used appropriately;
- Apply the sub-carrier selection and management procedure correctly to guarantee quality and compliance;
- Only use sub-carriers selected and authorised by management;
- Monitor the performance of sub-carriers and establish and apply the necessary improvements;
- Set up a regular evaluation system to check the compliance of sub-carriers with company standards and regulations;
- Identify and mitigate risks associated with the use of sub-carriers, through preventive analysis and defining action plans;
- Promote sustainable practices among sub-carriers, encouraging them to take measures to reduce the environmental impact of their operations;
- Make sure the sub-contractors comply with corporate policies on social responsibility, including workers' rights and Gender Equality;
- Set up a feedback system to gather input from sub-carriers on how to improve processes and collaboration;
- Encourage the use of advanced technologies among sub-carriers, to improve the efficiency, safety and traceability of transport operations.

2.8 CYBERSECURITY AND DIGITISATION

- Take strict security measures to protect corporate data, customer data and sensitive information from unauthorised access and cyber-attacks;
- Provide ongoing training for employees on cyber security best practices, including password management, malware recognition and incident response;
- Make sure that the software and tools used by the company are up-to-date and patched to prevent vulnerability;
- Establish monitoring systems to detect suspicious activity and respond quickly to potential cyber threats;
- Establish strict controls on access to company resources, making sure that only authorised personnel can access sensitive information;
- Ensure data security and protection of information by implementing IT security measures such as the use of firewalls, data encryption and automatic backup systems to prevent unauthorised access and protect sensitive company and customer data;
- Develop and maintain business continuity plans to guarantee that the company can recover quickly from any cyber-attack or cyber-disaster;
- Promote the digitisation of business processes to improve operational efficiency, reduce errors and increase transparency;
- Adopt new technologies and digital solutions to improve company competitiveness;
- Make sure that all IT security policies and practices comply with national and international data protection and IT security regulations;
- Adopt real-time temperature monitoring systems to guarantee 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 business processes using technologies such as electronic document management.

3. MANAGEMENT COMMITMENT

In order to enable the organisation to pursue the goals outlined, Management undertakes to

- spread the contents of this policy to all levels of the organisation;
- monitoring the performance of the management system and the results obtained, promoting improvement and providing the necessary resources;
- increase the participative role of all employees in pursuit of the objectives;
- take care of internal relations so that the organisational climate enables all roles to contribute to the pursuit of goals based on a logic of teamwork and respect for Gender Equality;
- promote collaboration between all roles to identify critical issues useful to plan improvement;
- Promote the implementation of a Management System that complies with the requirements of ISO 9001, ISO 14001 and ISO 45001, and the "Safe Work" Operational Guide, the Organisation and Management Model drawn up pursuant to Legislative Decree No. 231 of 8 June 2001, and the UNI PdR 125:2022 Practice on Gender Equality.