

The company Autotrasporti Testa Tiziano has decided to create and implement its Management System for Quality, Environment and Health and Safety at Work, in accordance with the requirements of the SQAS system (**Safety & Quality Assessment for Sustainability, and Environment**), identifying principles for improving business efficiency, in compliance with the provisions concerning the Environment, Safety-based Behaviors (**BBS**), Safety in terms of **Security**, Health, **Safety** and **Corporate Social Responsibility (CSR)** which is an integral part of the company policy of the company Testa Tiziano, with the continuous commitment to respect the interests of all interested parties. All this in order to identify and better meet the needs of customers with a view to continuous improvement of service and processes, as well as consolidation and expansion of the company's position within the reference market.

Therefore, the Management of the company Testa Tiziano has defined a faithful Company Policy:

- mandatory requirements;
- the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018;
- and the CEFIC SQAS questionnaire requests.

The objectives set are commensurate and consistent with this Policy.

The objectives assumed by Autotrasporti Testa during the review by the Management are brought to the attention of company personnel.

This Policy, in order to raise awareness and involve in the pursuit of the objectives of the integrated management system, is communicated to all the staff of Testa Tiziano and to those who work on its behalf. It is also available to the public and interested parties by ensuring an open and constructive attitude towards them.

The Company provides for posting on the company bulletin board as well as publication on the [www.tctransport.it website](http://www.tctransport.it).

Podenzano (PC), 28/05/2023.

QUALITY POLICY

The company has therefore established the following strategic objectives that must be pursued by Autotrasporti Testa through its Quality Management System, compliant with UNI EN ISO 9001 standards and responding to the requirements of the CEFIC SQAS questionnaire.

- ✓ identify the needs and expectations of the customer, convert them into requirements, involving all staff to implement a concrete effort to guarantee a service with high reliability and safety;
- ✓ maintain and consolidate the position of Autotrasporti Testa in the reference market, optimizing the Certification in order to realize the improvements;
- ✓ seek a higher level of efficiency of the services offered through:
 - a. punctuality and reliability,
 - b. use of technologically advanced resources and vehicles in perfect operating condition,
 - c. efficiency of suitably trained personnel
 - d. Operational security
 - e. insurance of transported goods,
 - f. activation of a punctual and dynamic problem solving process,
 - g. an internal organization of qualified people, responsible and accustomed to correct behavioral ethics, according to the achievement of all company objectives,
 - h. a Management aimed at applying all those principles of Safety, Workers' Health and Environmental Protection that guarantees the highest levels of Quality and meets the needs of customers.

Finally, the company Testa Tiziano in view of its Quality policy, in the spirit of continuous improvement, invites all staff to manage the relationship with its suppliers in order to:

- select them according to the quality of the product / service,
- consider them our potential customers,
- set up with them, whenever possible, a relationship of close collaboration and trust
- open to collaboration with its competitors on the concept of fair competition,
- purchase vehicles approved to the legal requirements and provide for their maintenance in order to safeguard people
- monitor the entire System and its effectiveness, through Internal Audits, Non-Compliance, analysis of customer feedback, (Customer Satisfaction), trend analysis of non-conformities detected, corrective and preventive actions, all the tools used in the spirit of continuous improvement and adaptation of the quality standards in charge. La Testa Tiziano guarantees constant monitoring of the activities and the achievement of the objectives set with the constant commitment to meet the requirements and to the continuous improvement of the effectiveness of its quality system, minimizing risks and making the most of the opportunities offered by the market.

HSE POLICY

SAFETY (Safety, Health, Security, Environment and Sqas)

It is the policy of the company Testa Tiziano to conduct its activities operating in such a way as to safeguard the safety of its employees and third parties involved in its operations. The company Testa Tiziano will continue to make every effort to prevent all accidents, injuries and occupational diseases through the active participation of each employee, with a process of observation, education, training and communication of all risk factors applicable in the Company and minimizing any eventual occurrences through:

- the provision of personal protective equipment
- the provision of collective protective equipment
- the presence of adequate warning signs and signs

- the safety and scheduled maintenance of vehicles, machinery and work equipment
- operational training in safety in the use of work equipment
- training and information of personnel on safety issues.

In addition, the company Testa Tiziano undertakes to make continuous efforts to ensure an adequate level of protection of the employees themselves, as well as the property of the Customer as a result of criminal activities or theft, considering it a priority to evaluate the critical issues and weaknesses that may exist to prepare the appropriate management measures. Therefore it is the security policy of the company Testa Tiziano to:

- Adopt operating procedures, provide training and conduct its operations in such a way as to safeguard workers, its own property, those of third parties and the community in which it operates;
- Take all appropriate measures to prevent data theft, hacking attempts or unauthorized entry into computer systems and all portable devices, for the protection of both the confidentiality of data and the security relating to data and products transported;
- Protect all digital information including confidential information entrusted to the logistics service provider.
- Guarantee its workers the opportunity to work in a suitable, safe environment that complies with current health and safety regulations;
- Manage its activities with the aim of preventing accidents by directing for this purpose the design, operation and maintenance of its vehicles, as well as the training of its employees, through internal and external training courses, on safety during unloading / loading and during the performance of the service;
- Deal quickly, effectively and diligently with emergencies or incidents that may occur during operations, collaborating with industrial organizations and competent government bodies, with the awareness that, as far as possible, accidents / injuries, if prevented, can be avoided;
- Comply with all laws and regulations in force and where laws and regulations do not exist, follow their own individual standards with a sense of responsibility and aimed above all at safeguarding the safety of people and the protection of the environment;
- Protect people, safeguard the integrity of valuable or dangerous products, property and operating practices against loss due to vandalism and/or theft;
- Prohibit the use, possession and distribution of drugs and alcohol and inviting all those who are in conditions of dependence on such substances to stop their consumption and to undergo appropriate medical examinations;
- Raise maximum awareness among its employees about their role and their responsibility in the field of safety and encourage safe behavior even outside the work environment and take appropriate corrective actions and non-compliance in the face of accidents / injuries;
- Ensure that anyone, in the context of the specific task, is an employee, or sub-carrier, operates safeguarding the safety of other workers, third parties and the community in general;

- Create a safety system focused on the prevention of all accidents using management tools and techniques based on human behavior considered the main source of risk (**BBS Behaviour** Based Safety Program);
- Carry out appropriate reviews and evaluations of its operations to verify progress and ensure compliance with this policy; systematically monitoring the objectives and indicators identified and set.

In fact, it is the policy of the company Testa Tiziano that:

All employees have the duty and responsibility to take appropriate care of their own health and that of other operators, as well as other people who may be affected by the work activities they themselves carry out.

Therefore, to pursue all the objectives set, the company Testa Tiziano encourages all staff to:

Report to the Management, or to the direct Manager, any missed accident and / or all observations on potential risks. The Management appreciates these reports and any useful information for the improvement of health and safety and therefore the Management undertakes to provide immediate feedback to the staff.

ENVIRONMENT

It is the policy of the company Testa Tiziano to carry out its activities as well as paying attention to an effective protection of the environment, through the implementation of an Environmental Policy, referring both to the nature of the goods to be transported, and to the noise or air pollution that derives from it. The company, with the aim of protecting the environment, constantly implements the reduction and prevention of environmental impacts, also involving its partners. The consumption of water, energy, fuel, etc. is monitored in order to promote actions to significantly reduce consumption and in particular CO2 emissions. In the work chain, as a carrier of chemical products, responsible for washing and cleaning owned vehicles, it pursues the objective of minimizing risks and related environmental impacts. Tiziano Tiziano adheres to the Responsible Care program.

Concretely, the Management undertakes to:

- achieve safe working conditions and take the necessary precautions to minimize the risks associated with the transport of chemicals and maintenance activities;
- continuously sensitize its employees and collaborators so that they strive to achieve these objectives, adopting a precise line of training of all staff;
- maintain a fleet of vehicles at the highest levels of technology in the field of Environmental Protection, as well as perfectly efficient to minimize road accidents;
- maintain an effective internal organization, able to deal with emergency situations that may cause serious environmental impact (pollution of soil, subsoil and groundwater due to product spills);
- adoption of technological innovations that should be placed on the market in terms of limiting the emission of pollutants;
- adoption, among those on the market, of fuels that guarantee the formation of a lower level of products harmful to the environment

- Correct management, as required by law, of special waste (used oil, spare parts, etc.)
- training of personnel in prudent driving in order to reduce fuel consumption and therefore of pollutants emitted;
- use of companies specialized in emergency response to minimize damage to the community and the environment, in case of accidents or environmental contamination that may occur during the various business processes.

Therefore, respecting the environment and preventing pollution, the company Testa Tiziano pays particular attention to the following:

- Consumption of natural resources,
- Consumption of energy resources,
- Travel optimization,
- Recovery, recycling and disposal of waste products,
- Sustainable purchasing policy, through the definition of principles and procedures within the company,

In view of this Policy, the company Testa Tiziano carries out periodic and documented reviews of accidents and situations of environmental risk, in order to ascertain the effectiveness of the corrective actions undertaken.

ALCOHOL AND DRUGS

It is the policy of the company Testa Tiziano to carry out its activities using personnel in psychophysical conditions suitable to operate safely. The Management, therefore:

- **prohibits** the travelling staff from consuming alcohol and narcotic or psychotropic substances during the service and in all circumstances that may in any case affect their execution;
- **prohibits** the possession of drugs and alcoholic beverages in the cabs of road tractors;
- **undertakes** to carry out periodic random checks on the sobriety of its employees;
- **decides** to adopt the measures deemed most appropriate to counteract any non-compliance with the above, also with regard to its sub-carriers.

It is also recommended that, consistently, employees avoid hiring them even outside the working period, and in particular if the consequent effects can persist during the next work performance. The Company recognizes alcohol and drug addiction as a treatable condition. Those who believe they are addicted to drugs, alcohol, beer, wine, etc., are asked to seek medical advice before their condition can negatively affect their ability to work, in particular that of driving, and therefore be a danger to their own safety, colleagues, the traveling public, the vehicles and the goods entrusted to them. The company reserves the right to carry out checks without prior notice inside the means of transport and in the workplace, in relation to the occasional presence and in small doses of drugs and / or alcohol. It is recalled that, under the Workers' Statute, drug use or alcohol abuse may be subject to dismissal.

Enterprise and IT Protection

It is the policy of the company Testa Tiziano, to apply appropriate measures to preserve the company assets, documents and information own or received in custody by customers in the exercise of their activities, in particular defend themselves from losses due to vandalism or theft, through criteria of control of the site and the means during the service in order to preserve the transported products and protect all confidential data received.

It is company policy to protect / defend equipment, computer systems, information / digital data from cyber attacks, including confidential information entrusted to the logistics service provider.

The Management, therefore, undertakes to:

- instruct staff on how to access company facilities by third parties, on the custody of documents and on the surveillance to be exercised against potential damage to vehicles, equipment and computer systems
- Systematic identification of risks and risk areas, appropriate preventive actions, training of all personnel in order to improve the professionalism of both drivers and employees / technical employees in order to ensure the security of information and transported goods entrusted by the Client. Selection of our suppliers according to the procedures provided by Testa Tiziano.
- request from its employees and collaborators the necessary confidentiality regarding facts, data and circumstances regarding activities, products and structures of the Company and the Client, which they have learned during the performance of the service. All employees and collaborators are invited to comply with this Policy and to ensure that it is observed in contacts with external personnel.

Anti-corruption

The company Testa Tiziano adopts a firm and absolutely forbidden approach against any form of corruption. This anti-corruption policy applies to all personnel, who must observe the highest standards of fairness in behavior and moral integrity. It is in fact the express choice of the company Testa Tiziano to observe all the laws, rules and regulations regarding the fight against corruption, in Italy and in all the countries in which the company operates. The company Testa Tiziano is committed to conducting its commercial activities and business in such a way as not to be involved in any corruption and not to facilitate or risk involvement in illegal situations: this is in relations with Public Subjects and with Private Subjects. For the purposes of this anti-corruption policy, Public Entities means public officials and persons in charge of public service or all subjects operating within the Public Administration in Italy or in the countries with which the company Tiziano Testa operates.

Private Subjects means persons who represent or operate in the interest of customers, suppliers, business partners or contractual counterparties in general and in any case individuals with whom the Company's staff is operating in the exercise of their work. In particular, it is absolutely forbidden: or offer, promise, give, pay or authorize someone to give or pay, directly or indirectly, money or other economic advantage or utility or benefit of any kind to Public Entities or Private Subjects; or accept the request or authorize someone to accept or solicit, directly or indirectly, a payment or an economic advantage or other benefit from Public Subjects or Private Subjects, when there is the purpose of: - induce the other party to incorrectly perform its function, whether of a public or private nature, in relation to the activity carried out by or for the company Testa Tiziano or in order to reward an activity carried out towards the Company; - influence the execution of an act or its omission in the interest of the company Testa Tiziano; - obtain, secure or maintain a certain business or an unfair or unjustified advantage with respect to the performance of business activity. It is also forbidden for all Recipients to receive or obtain the promise of money or other benefits, for themselves or for others, to perform or omit acts in violation of the obligations inherent in their office or the obligations of loyalty, even causing damage to the company Testa Tiziano. All the limitations described concern not only cash payments, but also any utility, even indirect, such as, but not limited to: gifts; contributions to associations or sponsorships; commercial activities, jobs, professional assignments or consultancy; investment opportunities; confidential information relating to the market or products; discounts or deferred payment; courtesy expenses towards third parties such as hospitality, meals, transport, entertainment. The Management gives the Anti-Corruption Policy maximum dissemination among the personnel concerned, ensuring that it is understood and implemented at all levels; for this purpose it is available online on the Company Information System. It is the task of the Function Managers to verify that the document has been understood by their collaborators and, if necessary, to provide the requested clarifications. The adequacy over time of the Anti-Corruption Policy is periodically monitored by the Management (usually on the occasion of the Management Review) and – where necessary – appropriate corrective actions are adopted.

ETHICS AND FAIR/ETHICAL BUSINESS

La Testa Tiziano guarantees clear visibility through purchasing chains to know from and where products arrive and are transferred, provides training to its employees on environmental and social issues that impact on logistics supply chains. Testa Tiziano is committed to ensuring that its suppliers / partners follow the labor standards and related behaviors according to our business requirements and environmental and social requirements will be evaluated in the new partners. Regular meetings are held with partners to promote these ideas. It is committed to ensuring the well-being of workers and working conditions within the logistics chain that meet or exceed recognized standards. It engages in the management of fair / ethical trade avoiding corruption, bribes, conflict of interest, fraud, money laundering, anti-competitive practices.

BBS (*Behaviour Based Safety*) AND ITS PRINCIPLES

In order to increase safety during transport and loading/unloading activities, the company Testa Tiziano uses the BBS (**Behaviour Based Safety**) implementation plan, as required by SQAS. This program, fully integrated with the organization, is one of the primary factors, which acts as a guide to achieving better performance, through the analysis of the following indicators:

- ✓ Accident statistics;
- ✓ Fuel consumption;
- ✓ Maintenance costs;
- ✓ Emissions;
- ✓ Premiums;
- ✓ Fines

Premise:

The BBS program aims to increase safety during transport by positively influencing the driver through training, observation, implementation, communication and achievement of improvement processes. In addition, it is the law that provides for the use of training exactly as required in the ADR. The subjects interested in the BBS are all European Chemical Companies whether or not they use a Responsible Care procedure. The purpose of the application of the BBS should become a continuous effort for each transport company and / or all companies or collaborators, sub-carriers and partners that are an integral part of the service.

1. Objectives:

It is with this premise that the company Testa Tiziano, in the figures of Management and all employees, proposes, through the various synergies available, to implement training courses for risk analysis, identifying and excluding as much as possible, most of the situations of potential or real risk that derive from the performance of its business. Therefore, the Depend plays a decisive role in assisting the Management, so that all those behaviors that could potentially be the cause of various types of accidents in the workplace are identified and contained. The program follows the following stages of development:

- Determination of the objectives to be achieved;
- Observation of behaviors with immediate feedback of the wrong behavior to those who are implementing it and correction and / or demonstration of correct behavior;
- Stimulus and positive reinforcement to self-analysis of one's behavior;
- Written report on the behaviour of the behaviour;
- Six-monthly collection of general data on behavior and analysis of the same;

Interaction with all parties involved to discuss and observe together all the performances and improvements achieved. To this end, employees are therefore encouraged to:

- Operate in compliance with current legislation;
- Consider issues concerning Safety, Health and the Environment, priority purposes for the whole company and main responsibility for the entire hierarchical and organizational line;
- Carry out all loading and unloading operations, reclamation and in any case related to the performance of the service with a view to total safety, in order to prevent any damage to the environment;
- Carry out activities that do not conflict with or damage the environment surrounding the establishments in which they operate, nor cause dangerous conditions for their health and that of the people around them;
- Consider in the examination of each new transport contract the environmental protection measures necessary for the execution of the activities;
- Select vehicles technically prepared in order to limit the emission of exhaust gases into the atmosphere;
- Take appropriate corrective actions in the event of incidents that have occurred during the provision of the service.

CORPORATE SOCIAL RESPONSIBILITY (CSR *Corporate Social Responsibility*)

Corporate Social Responsibility (CSR) is our response to the challenge of sustainable development and to produce an overall positive impact both on our employees and on the Company as a whole. In fact, since the concept of partnership is the basis of our corporate values, we hope to be successful in the long term by collaborating with our interlocutors, whether they are customers, employees or suppliers. All partners are actively encouraged to observe human rights standards in carrying out their work. We are also aware that our business has a direct impact on the environment and the economy based on our management and indirectly through the activities offered to customers.

Therefore, the company Testa Tiziano undertakes to manage social responsibility by adopting all those operating principles that are aimed at:

- Ensure environmental sustainability through the adoption of a concrete environmental policy;
- Ensure the protection of workers' health and safety by implementing a Safety Policy understood as Safety, Health and Security;
- Pursue social and community objectives through a Social Policy, apply respect for fundamental human rights
- Regulate ethical issues;
- Ensure compliance with the CCNL regulations for the working conditions and hours of all employees
- Ensure the absence of forced, tied or involuntary labour for prisoners;
- Ensure the absence of employment of child workers under the age of 15 (prohibition of child labor);
- Ensure that young workers are not exposed to risky, dangerous and harmful situations, both from a health, safety and security point of view, and from a moral point of view and that they can continue their education profitably;
- Provide remedial policies for workers and provide support to facilitate their education (including a commitment not to exceed the limit of 8 hours per day for time spent on work, transfer and study);

- Ensure that apprenticeship contracts are used in the overall interest of the young worker and in collaboration with training providers, in accordance with current legislation;
- Promote public engagement in avoiding discrimination (colour, race, class, nationality, religion, disability, sex, sexual orientation, age, trade union membership or political affiliation;)
- Ensuring freedom of association
- Prevent any form of discrimination during the recruitment phase;
- Promote gender equality in the workplace, career and pay;
- Encourage dialogue with all external and internal stakeholders, activating with all suppliers and contractors the dissemination and adoption of the principles of social responsibility;
- Encourage the reporting of any wrongdoing in the workplace or unjust disciplinary measures by employees;
- Promote the implementation of career management and staff training through a transparent recruitment process, prioritising internal personnel search, annually assessing individual job performance annually and applying a training programme aimed at skills development.

SUBCONTRACTING POLICY

The company Testa Tiziano observes specific selection and qualification criteria in the choice of subcontractors requested by its customers to guarantee:

- compliance with company policies observed by Testa Tiziano
- compliance with current requirements on safety, environmental protection, transport of dangerous goods, quality of service, security
- the realization of services by qualified and professional drivers
- prevention of risks to the environment
- the protection of transported products
- non-use of unqualified subcarriers

The company entrusts transport services only in the presence of specific written contracts containing the necessary technical-regulatory requirements to carriers previously qualified and in possession of all necessary authorization and systematically monitored.

For washing services, in compliance with its policies, Testa Tiziano selects its suppliers by verifying the possession of sqas certification and certifications regarding the environment and safety and uses suppliers outside the circuits described above only in case of absolute necessity determined by the geographical position verifying in advance:

- compliance with the company's observed company policies
- compliance with the requirements in force for the exercise of the activity (authorizations) and in the field of security, environmental protection, computer protection, security.

**AUTOTRASPORTI
TESTA/TIZIANO**
Via Copernico, 5n - Cell. 333.6521844
I Casoni di Gariga - Podenzano (PC)
Codice Fiscale: TST/TZN.59R18 G535E
P.I.: 01526600831 - Ab. PC 4354097/W