

The Testa Tiziano Trucking Company has decided to implement its Quality Management System, in accordance with the requirements of the SQAS (**Safety & Quality Assessment for Sustainability, and Environment**), identifying the adoption of quality management principles as the best choice for improving business efficiency, in compliance with the provisions concerning the Environment, Safety-based Behaviors (**BBS**), security in terms of **Health** and **Safety** and **Corporate Social Responsibility (CSR)**. 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 Testa Tiziano has defined a faithful Company Policy:

- The binding requirements;
- The requirements of the Norm UNI EN ISO 9001:2015;
- and questionnaire requests CEFIC SQAS.

The objectives set are commensurable and consistent with the Quality Policy.

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

QUALITY

The company has therefore established the following strategic objectives that must be pursued by Autotrasporti Testa through its Quality Management System, compliant with ISO 9001 standards:

- ✓ Identify the customer's needs and expectations, 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 such a way as 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 working condition,
 - c. Efficiency of suitably trained personnel
 - d. Security of operations
 - e. Insurance of transported goods,
 - f. Activation of a problem solving process punctual and dynamic,
 - g. an internal organization of qualified people, responsible and accustomed to correct behavioral ethics, aimed at the achievement of all company objectives,
 - h. a Management aimed at the application of all those principles of Safety, Workers' Health and Environmental Protection that guarantees the highest levels of Quality and meets the needs of Customers.

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

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

Therefore, in order to pursue all the objectives, set in the field of Health, Safety, Environment and Quality, Testa Tiziano Company encourages all personnel to:

Report to Management, or to the direct manager, any accident failure and/or all comments on the potential risks. The Management appreciates this report since every indication is useful for the improvement of health and safety and therefore the Management undertakes to provide immediate feedback to the staff.

Finally, the Testa Tiziano Company, from the perspective of its Quality Policy, invites all staff to manage the relationship with their suppliers in order to:

- select them according to the quality of the product/service,
- consider them our potential customers,
- establish with them, whenever possible, a relationship of close collaboration and trust
- open up to collaboration with its competitors on the concept of fair competition,
- purchase vehicles that comply with the legal requirements and provide for their maintenance in order to safeguard people,
- monitor the entire System and its effectiveness, through Internal Audits, Non-Conformities, analysis of the feedback of its Customers, (**Customer Satisfaction**), trend analysis of the non-conformities detected, corrective and preventive actions, all the tools used in the spirit of continuous improvement and adaptation of the appointed quality standards.

(Safety, Health, Security and Environment)

- It is the policy of Testa Tiziano Company to conduct its activities in this field in such a way as to safeguard the safety of its employees and the third parties involved in its operations. Testa Tiziano Company will continue to make every effort to prevent all accidents, accidents and occupational diseases through the active participation of each employee, with a process of observation, instruction and communication of all the risk factors applicable in the Company and minimizing any possible occurrences through:
 - the provision of personal protective equipment (PPE)
 - the provision of collective protective equipment
 - the presence of appropriate warning signs
 - the safety and planned maintenance of means, machinery and work equipment
 - operational safety training in the use of work equipment

- training and information for staff on safety issues.
- In addition, Testa Tiziano Company undertakes to make continuous efforts to ensure an adequate level of protection of the employees themselves, as well as of the customer's property following 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 operational procedures, provide training and conduct their operations in such a way as to safeguard workers, their own assets, third parties and the community in which they operate;
 - 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 data confidentiality and security related to data and products transported;
 - Ensure that its workers have the opportunity to work in a suitable, safe and compliant environment in accordance 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, in the field of Safety during unloading / loading and during the performance of the service;
 - To deal quickly, effectively and diligently with emergencies or accidents that may occur during operations, collaborating with industrial organizations and competent government bodies, with the knowledge that, as far as possible, accidents/accidents, if prevented, can be avoided;
 - Comply with all applicable laws and regulations and where laws and regulations do not exist to comply with 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 persons, property and operating practices against losses due to vandalism and /or theft;
 - Prohibit the use, possession and distribution of drugs and alcohol and call on all those who are dependent on these substances to suspend their use and undergo appropriate medical examinations;
 - Make its employees as aware as possible of their role and responsibility in the field of safety and encourage safe behaviour even outside the working environment and take appropriate corrective and non-compliance actions in the case of accidents/accidents;
 - Ensure that anyone who, in the context of the specific task, is employed, is sub-carrier, works while 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 Programme);
 - Carry out the appropriate reviews and evaluations of its operations to verify the progress made and ensure compliance with this policy; systematically monitoring the objectives and indicators identified and set.

ALCOHOL AND DRUGS

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

- **prohibits** travelling staff from consuming alcohol and drugs or psychotropic substances during their service and in all circumstances likely to affect their execution;
- **prohibits** the possession of drugs and alcoholic beverages in the cabs of road tractors;
- **undertakes** to carry out periodic spot checks on the sobriety of its employees;
- decides to take the measures deemed most appropriate to counter the possible non-compliance with the above mentioned, including with regard to its sub-carriers.

It is also recommended that, consistently, employees should avoid the use outside the working period, and in particular whether the effects resulting from it can continue during the subsequent work performance. The Company recognizes alcohol and drug addiction as a treatable condition. Those who believe that they are addicted to drugs, alcohol, beer, wine, etc., are asked for medical advice before their status can adversely affect their ability to work, in particular that of driving, and thus be a danger to their own safety, colleagues, the travelling public, the means and the goods entrusted to them. The company reserves the right to carry out unannounced checks inside means of transport and at the workplace, in relation to the presence even occasionally and in small doses of drugs and/or alcohol. It should be recalled that, under the Workers' Statute, drug use or alcohol abuse may be cause of being dismissed.

ENVIRONMENTAL

It is the policy of Testa Tiziano Company to carry out its activities protecting the health and safety of employees and third parties, as well as paying attention to an active 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 results from it.

In concrete terms, the Management undertakes to:

- to achieve safe working conditions and to take the necessary precautions to minimize the risks associated with the transport of chemicals and maintenance activities;
- continuously raise awareness among its employees and collaborators to work to achieve these objectives, adopting a precise training line of all personnel;
- maintain a fleet of vehicles at the highest levels of safety and environmental protection technology, as well as perfectly efficient to minimize road accidents;
- maintain an effective internal organisation to deal with emergency situations that could have a serious environmental impact (pollution of soil, subsoil and aquifers due to spills of products);
- carry out periodic checks, with the advice of specialized doctors, on the physical integrity of employees and their suitability for service;
- adoption of technological innovations that should be placed on the market in terms of limiting the emission of pollutants;
- elimination, as required by law, of hazardous waste (waste oil, spare parts, etc...)
- training of personnel to prudent driving in order to reduce the consumption of fuel 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 can be created during the various business processes.

Therefore, in respect of the environment and pollution prevention, Testa Tiziano Company pays particular attention to the following:

- Consumption of natural resources,
- Consumption of energy resources,
- Optimization of raw materials and dangerous substances
- Recovery, recycling and disposal of waste produced
- Pollutant emissions from waste gases, dangerous substances or fires.

With a view to this Policy, Testa Tiziano Company carries out periodic and documented reviews of accidents and environmental risk situations, in order to ascertain the effectiveness of the corrective actions taken.

Business Protection

It is the policy of Testa Tiziano, to apply appropriate measures to preserve the company's assets, documents and information of its own or received in custody by customers in the exercise of its activities.

The Management, therefore, undertakes to:

- to educate staff on how to access company facilities by third parties, on the custody of documents and on the supervision to be exercised against potential damage to means and equipment;
- request from its employees and collaborators the necessary confidentiality regarding facts, data and circumstances concerning the 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 have it observed in contacts with external personnel.

Anti-corruption

Testa Tiziano Company takes a firm and absolutely prohibition approach to any form of corruption. This anti-corruption policy applies to all staff, who will have to observe the highest standards of fairness in behaviour and moral integrity. In fact, it is the express choice of Testa Tiziano Company to observe all the laws, rules and regulations on the fight against corruption, in Italy and in all the countries in which the company is operating. Testa Tiziano Company is committed to conducting its commercial activities and business in such a way as not to be involved in any corrupting cases and not to facilitate or risk involvement in illicit situations: this is both in relations with Public Subjects and Private Subjects. For the purpose of this anti-corruption policy, Public Subjects means public officials and public service representatives or all subjects operating within the public administration in Italy or in the countries with which the company Tiziano Testa is operating.

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 Subjects or Private Subjects; or accept the request or authorize someone to accept or request, directly or indirectly, a payment or economic advantage or other utility from Public Subjects or Private Entities, where the purpose of: - induce the other party to perform its function incorrectly, whether of a public or private nature, in relation to the activity carried out by or for the company Testa Tiziano Company or for the purpose of rewarding an activity carried out against the Company; - influence the realization of an act or its omission in the interest of Testa Tiziano Company; - obtain, secure or maintain a certain deal or an unfair or unjustified advantage over the performance of the

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 loyalty obligations, even causing harm to the company Testa Tiziano Company. All the limitations described concern not only cash payments, but also any indirect utility such as, but not limited to: gifts; contributions to associations or sponsorships; business activities, jobs, professional or consultancy assignments; investment opportunities; confidential market or product information; discounts or payment dilations; courtesy expenses to third parties such as hospitality, meals, transport, entertainment. The Management gives the Anti-Corruption Policy the maximum dissemination to 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 required clarifications. The adequacy over time of the Anti-Corruption Policy is periodically monitored by the Management (as a rule during the Management Review) and – where necessary – the appropriate corrective actions are adopted.

BBS (*Behaviour Based Safety*) AND ITS PRINCIPLES

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

- Accident statistics;
- Fuel consumption;
- Maintenance costs;
- Emissions;
- Insurance 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 BBS are all European Chemical Companies that use a Responsible Care procedure or not. The purpose of the BBS application 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 Testa Tiziano Company, in the Management and Employee figures all, aims, through the various synergies available, to implement the training courses for risk analysis, identifying and excluding as much as possible, most of the potential or real risk situations that arise from the performance of its activity. Therefore, the Employee plays a decisive role in assisting 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 programme 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 the correct behavior;
- Positive stimulus and reinforcement to self-analysis of one's behavior;
- Written report on behaviour;
- Collection of half-yearly general data on behaviour and analysis;

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 the issues concerning Safety, Health and the Environment, priority objectives for the whole company and primary responsibility of the entire hierarchical and organizational line;
- Carry out all loading and unloading, clearance operations 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 which do not conflict with or harm the environment surrounding the establishments in which they operate, nor create conditions of danger to their health and that of the persons 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 designed to limit the emission of exhaust gases into the atmosphere;
- Take appropriate corrective action in the event of incidents that occurred during the provision of the service.

CORPORATE SOCIAL RESPONSABILITY (CSR *Responsabilità Sociale d'Impresa*)

Corporate Social Responsibility (CSR) represents our response to the challenge for sustainable development and to produce a positive overall impact both on our Employees and on the Company as a whole. In fact, since the concept of partnership is the basis of our company values, we hope to be successful in the long term by collaborating with our interlocutors, be they Customers, Employees or Suppliers. 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, Testa Tiziano Company undertakes to manage social responsibility by adopting all those operational principles that are aimed at:

- Ensuring environmental sustainability through the adoption of a concrete environmental policy;
- Ensure the protection of the health and safety of Workers by implementing a Safety Policy understood as Safety, Health and Security;
- Pursuing social and Community objectives through a Social Policy
- Regulate ethical issues;
- Ensure the absence of forced, tied or involuntary work against prisoners;
- Ensure that working children under the age of 15 are not employed;
- To 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 recovery policies for working children and provide support to facilitate their education (including a commitment not to exceed the 10-hour-a-day limit for time spent on work, transfer and study);
- To ensure that apprenticeship contracts are used in the overall interest of the Young Worker and in cooperation with training providers, in accordance with current legislation;
- Promote public commitment to avoiding discrimination (colour, race, class, nationality, religion, disability, sex, sexual orientation, age, trade union membership or political affiliation);
- Prevent any form of discrimination during the staff search phase;
- Promoting gender equality in the workplace, career and pay;
- Encourage dialogue with all external and internal Stakeholders, by developing and adopting the principles of social responsibility with all Suppliers and Contractors;
- Encourage Employees to report any wrongdoing in the workplace or unfair disciplinary action;
- Promote the implementation of career management and staff training through a transparent process of staff search, with priority to internal staff research, evaluating individual work performance annually and applying a training program aimed at skills development.

Podenzano, 17 11 2020

The Owner: Tiziano Testa

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