Bertani

DISTANCE IS NO LONGER A LIMIT

SUSTAINABILITY REPORT

2023

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LETTER TO THE STAKEHOLDERS

01

> **This document not only reflects our commitment to more conscious corporate governance, but also bears witness to the path we have taken towards a future in which economic growth, social commitment and environmental respect are inextricably linked.**

Dear Stakeholders,

It is with great pride and sense of responsibility that I submit you our first **Sustainability Report**, a significant milestone for Bertani Trasporti S.p.A.

This document not only reflects our commitment to more conscious corporate management, but also bears witness to the path we have taken towards a future in which economic growth, social commitment and respect for the environment are inextricably linked.

Our history has always been characterised by a constant evolution that has led us to become one of the leading logistics players in the automotive sector in Europe. This growth path has been driven by our willingness to innovate and to respond to market challenges with integrity and transparency.

Over the years, we have expanded our offer and improved our practices, always with an eye on sustainability. Strict policies on business ethics and anti-corruption have also been introduced, and we are proud to adhere to the highest standards of social and environmental accountability.

Our decarbonisation initiatives and adoption of new technologies demonstrate our commitment to ever greener logistics. Reducing carbon emissions, adopting renewable energy and optimising resources are just some of the concrete steps we are taking to minimise our impact on the environment.

This report is a milestone in our journey, a testament to our dedication to creating value for all our stakeholders. We are aware that sustainability is not a static goal, but an ongoing journey. Therefore, we are committed to constantly monitoring and improving our activities, in a process of continuous development and learning.

Our focus is not only on economic efficiency, but also on risk management, safety and the well-being of our employees. We have initiated training and growth programmes, adopted safety measures and promised to ensure an inclusive and respectful working environment. Our commitment to human rights and diversity is an integral part of our corporate identity.

Sustainability is at the core of our strategy, not only as a goal, but as a guiding principle. We are committed to integrating environmentally sustainable practices into our operations, with the aim of not only meeting the expectations of our customers and partners, but also contributing significantly to the protection of our planet.

I would like to thank everyone who has contributed to this achievement, from our employees and collaborators to our partners and customers. I am aware that there is still much to be done, but I firmly believe that Bertani Trasporti is on the right path.

With our collective commitment, I am confident that we will continue to build a sustainable and prosperous tomorrow, with the certainty that every choice we make is a step towards a brighter future.

Sergio Bertani
Managing Director
Bertani Trasporti S.p.A.

02

BERTANI TRASPORTI: A SUCCESSFUL HISTORY

FROM PAST TO PRESENT

We are Bertani Trasporti S.p.A., an Italian logistics company born over 90 years ago from the vision of Cesare Bertani. Since our foundation, we have grown significantly, evolving from a small family business to one of the leading players in the automotive logistics sector in Europe.

Over the years, we have expanded our range of services, specialising in the **automotive, motorbike and spare parts sectors**. Innovation has always been at the heart of our strategy, with investments in new technologies and a focus on the needs of our customers.

FROM PRESENT TO FUTURE

Today we are a trusted partner for leading automotive brands.

In addition to **road and rail transport**, we take care of all activities related to **automotive logistics**, such as storage, maintenance, customisation and pre-delivery.

Our services enable us to cover the entire country and to be flexible and responsive to customer requirements.

Thanks to our innovative approach, we received the prestigious **Stellantis Supplier Award 2023** as supplier of the year in the supply chain logistics category.

1938

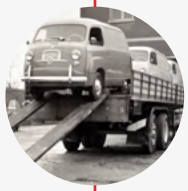
Bertani Trasporti was founded by **Cesare Bertani** and, over the years, was continued by his sons Guglielmo, Mario and Renato Bertani.

1938-1950

It all began with supplying local **merchants and transporting livestock**, but we soon chose to specialise in the **automotive sector**, a field which was destined to become the heart of our company.

1950's

An important step forward was the design and construction of our **first car transporter**.



1973-1979

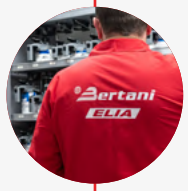
Continuous growth enabled us to become a joint-stock company and move our headquarters to Castiglione delle Stiviere (Mantua), in Via Camillo Benso Conte di Cavour.

1990's

We soon crossed national borders: in addition to the Verona yard, **Bertani Trasporti GmbH Deutschland** in Germany and **Bertani Poland Sp.z.o.o**, in Poland, were established in these years.

2015

The acquisition of **F.lli Elia S.p.A.** marked a further milestone which allowed us to expand the number of yards and enrich our customer base.



02.1 CORPORATE GOVERNANCE

Our current governance structure is based on the **Board of Directors**, a three-member body representing the highest decision-making authority. However, as outlined in our corporate Article of Association, some key decisions are reserved for the shareholders' meeting.

Supporting the Board of Directors is a **Management Committee**, whose task is to examine and propose development and investment strategies.

Table 1 - GRI 2-9 Composition of the highest governing body

BoD Members	Role
Bertani Sergio	*President*
Bertani Franca	*Vice-president*
Bertani Cesare	*Director*

The governance structure is further characterised by the control of a Board of Statutory Auditors, consisting of three regular members, two alternates, an auditor, and a **Supervisory Board (SB)**, consisting of an **internal member** and an **external professional**.

The election of the Board of Directors takes place at the **ordinary shareholders' meeting**. Directors remain in office for a period not exceeding three financial years, as established at the time of their appointment, and cease to hold office on the date of the shareholders' meeting called to approve the financial statements for the last year of their term. Directors may be re-elected.

The President of the Board of Directors, who represents the highest governing body, is not a company executive but has ad personam proxy that allows him to assume signatory powers and company duties, dealing with commercial and contractual relations with our customers.

The Board of Directors, which meets at least every three months for **regular updates, plays a central role in sustainability reporting**, approving the reported information and material issues. It also recognises the importance of transparent and accurate communication with stakeholders and is committed to ensuring that the report accurately, clearly and comprehensively reflects the company's performance concerning sustainability.

Part of the Board's responsibilities may be delegated to one or more of its members. In order to strengthen the company's environmental protection and safety at work, **special powers of attorney** have been granted to managers or employees of local operating units, chosen for their competence, professionalism and experience in technical and organisational management.

As part of our journey towards increasingly responsible corporate governance, we have adopted **Model 231**, a system of rules and procedures provided for by Legislative Decree 231/2001 and aimed at preventing the commission of offences by persons linked to our company.

In accordance with the **Code of Ethics** and **Model 231**, we have implemented several **reporting channels** to manage potential conflicts of interest. These include a computer system that guarantees the anonymity of the reporter and an e-mail box reserved for members of the Supervisory Board. All addressees of the Code of Ethics and the Model may report, in good faith, unlawful conduct or violations. Reports may also be made anonymously, provided they are accurate and substantiated.

This **Whistleblowing system**, which is also present on the Bertani portal, allows anyone to freely express their concerns about the company's conduct, since identity confidentiality is guarantee of protection from any form of retaliation or discrimination for whistleblowers.

> **No non-compliance with applicable laws and regulations was recorded during the reporting period. Furthermore, there were no pending or completed legal actions regarding anti-competitive behaviour or violations of antitrust laws.**
>
> **A positive result that underlines our dedication to legality, ethics and responsibility in all our operations.**

02.2 BUSINESS ETHICS AND ANTI-CORRUPTION

At Bertani Trasporti, we believe that **business ethics** are the key to building a balanced and sustainable working environment.

Our history has always been guided by an unwavering commitment to integrity, honesty and transparency. Values that, together with our dedication to innovation and social responsibility, are the foundation on which we build our future every day.

CODE OF ETHICS

> Our **Code of Ethics** is a compass that guides the behaviour of all employees, both in Italy and abroad.

It is an extension of legal and regulatory principles, reflecting our commitment to maintaining high ethical standards in every aspect of our business.

In pursuing our business objectives, we scrupulously comply with the laws and regulations of the countries in which we operate, responding with agility and proactivity to market dynamics. We are committed to transparency and fairness in our dealings with our partners and customers, and we expect them to also share and respect the principles of our Code of Ethics.

Business ethics for us at Bertani Trasporti is not just a matter of compliance, but an intrinsic value that permeates every decision and action.

THE ANTI-CORRUPTION PROTOCOL

> The fundamental principle guiding all our activities is **'neither bribe nor be bribed'**.

This commitment is reflected in all our operations and business relations, and is underlined in the **Anti-Corruption Protocol** adopted as part of the Model 231 and aimed at establishing a framework of anti-corruption rules and procedures.

To ensure that all those involved in our activities are aware of their responsibilities and the ethical principles to be observed, we offer regular training courses and carry out periodic audits. The audits are aimed both at **ascertaining compliance with all regulations and detecting possible acts of corruption**, and at reviewing policies and procedures to always ensure compliance with regulations.

Each employee has undergone specific anti-corruption training and is informed of the company's policies, procedures and principles.

No incidents of corruption within the organisation were recorded during the reporting period, but our attention to the issue remains high.

02.3 ECONOMIC GROWTH AND DISTRIBUTED VALUE

For us at Bertani Trasporti, economic growth is a fundamental pillar that allows us to remain **competitive in the long term and create lasting value for all stakeholders**. We believe that economic growth not only serves to increase profits, but is also essential to create an ecosystem in which the company and its stakeholders can prosper and mutually benefit.

In fact, greater financial strength and sustainable economic growth allow us to:

- **Reduce the risk of insolvency and improve our ability to cope with periods of crisis,** thereby increasing stakeholders' trust in the company;
- **Create new jobs,** thus contributing to reducing unemployment and improving social welfare. This also translates into more career and professional development opportunities within the company;
- **Invest the resources gained from our economic growth in new technologies**, expanding our service offerings, penetrating new markets and creating new business opportunities and partnerships, always respecting the principles of sustainability;
- **Dedicate resources to sustainability and social responsibility initiatives**, producing positive effects on the environment and the local community.

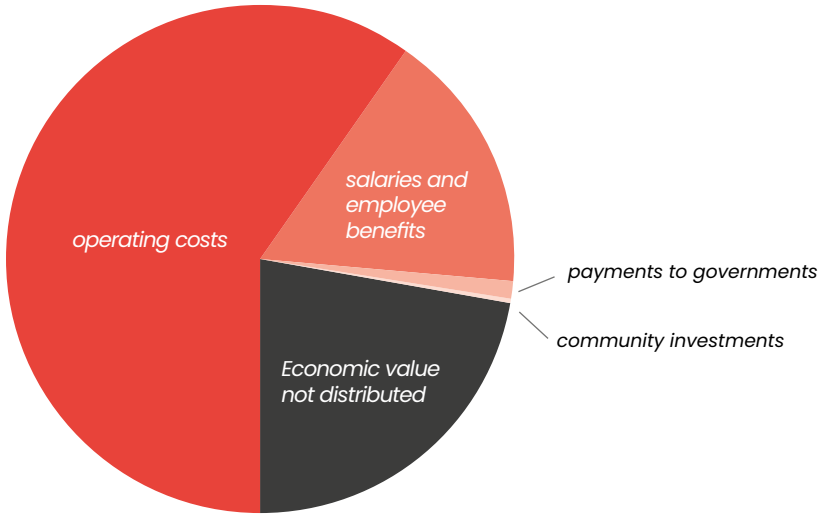
> We are constantly striving to **improve financial management, invest in human capital and training, upgrade transport infrastructure** and **continuously innovate** to improve efficiency and service quality.

Table 2 - GRI 201-1 Direct economic value generated and distributed

Generated economic value

299.811.355 €

Distributed economic value	***233.404.411 €***
of which operating costs	*179.877.804 €*
of which salaries and employee benefits	*49.654.733 €*
of which payments to governments	*3.621.875 €*
of which community investments	*250.000 €*
Economic value not distributed	***66.406.944 €***



02.4 RISK MANAGEMENT

Aware of the importance of **effective risk management** to ensure the continuity of operations, we carry out a business risk analysis that not only identifies potential hazards, but extends to assessing their impact and identifying improvement actions.

The risks considered during our analyses range from **environmental** to **occupational health and safety** risks, not to mention **IT risks**. This approach allows us to proactively identify and address any issues.

In the current landscape, cyber risk has become particularly relevant. This is why we have taken proactive measures to protect systems and data from potential threats. Achieving **ISO 27001 certification** attests to our ability to effectively manage information security and reflects our commitment to protecting our company and customer information.

Although no substantiated complaints regarding breaches of customer privacy were received during the reporting period, one incident of data leakage, theft or loss was identified. The incident prompted us to implement additional organizational measures, such as the obligation to switch off the client server at the end of each day's work and the contracting of a **24-hour SOC (Security Operation Centre)** service to monitor any abnormal activity on the systems.

03 OUR SUSTAINABLE PATH

Over the years, we have undertaken a number of initiatives aimed at minimising our environmental and social impact. Our dedication to social responsibility is demonstrated by our strict adherence to the principles of the **SA8000 standard**.

On the environmental side, we have implemented several solutions for the decarbonisation of our operations, such as the **production of renewable energy** through photovoltaic plants, the **use of rail transport** and **the replacement of obsolete vehicles** in favour of more efficient models.

In addition, we have recently undertaken a major initiative to **quantify our corporate carbon footprint**. Based on this information and with the support of external experts, we are identifying a number of strategies to further reduce our greenhouse gas emissions.

03.1 OUR STAKEHOLDERS

At Bertani Trasporti, we also recognize the importance of all our stakeholders for the sustainable progress of our business, and we are committed to laying the foundations for fruitful collaboration with them. Internal and external stakeholders include our shareholders, board of directors, employees, collaborators, suppliers, customers, local institutions, trade associations, trade unions and certification bodies.

In particular:

> for our **internal stakeholders**, we are committed to ensuring compliance with rules and to creating a working environment that fosters the personal and professional growth of each individual;

> for our **external stakeholders**, we are committed to building relationships based on transparency and mutual respect.

Furthermore, we recognise the importance of positive interaction with public institutions, trade unions and certification bodies.

Our commitment also extends to the local community, to which we dedicate ourselves by respecting its needs and minimising the social and environmental impact of our activities.

Finally, we actively collaborate with a number of institutions, including the Lombardy Region, Provinces and Municipalities of the places where our offices and agencies are located such as ASL, INPS, INAIL, the Labour Inspectorate and the Fire Brigade.

03.2 MATERIALITY ASSESSMENT

As part of this Report, we conducted our first materiality assessment, a key process for identifying and **prioritising the sustainability issues** most relevant to us.

With the help of external consultants, we performed a **detailed analysis** of the operating environment, which enabled us to identify the most common and important materiality issues in our industry.

We then focused on the main **impacts**, both positive and negative, current and potential, **arising from our business activities**, examining internal operations, our products and services, as well as interactions with communities and the environment. The significance of these impacts was then assessed by top management, who carefully considered the long-term implications of our decisions and our role in building a **sustainable future**.

> The assessment allowed us to **identify the main issues that will drive our sustainability strategy** and the areas where we could have the most significant impact, both in terms of progress and stakeholder value.

Table 3 - GRI 3-2 List of material issues

04 SOCIAL RESPONSIBILITY

Social responsibility has long been an integral part of our corporate strategy. Our commitment to the principles of the **SA8000 standard** is reflected in our policies, strategies and various continuous improvement actions.

As stated in our **Social Responsibility Policy**, we are dedicated on a daily basis to:

- Complying with international codes, UN conventions, ILO, national laws and EU directives on labour and **workers' rights**;
- Integrating **social responsibility** principles into **corporate strategies,** ensuring their continuity and adapting to new requirements when necessary;
- Ensuring **periodic monitoring** and **continuous improvement** of the management system, defining specific objectives, programmes and verifying their achievement through meaningful indicators;
- Ensuring that all personnel receive adequate **training** and **information** on social responsibility;
- **Involving and making suppliers aware** of the principles of the SA8000 standard, requesting similar commitments from them and availability for assessments and controls;
- Carrying out **internal audits** to verify compliance with social responsibility requirements and taking the necessary corrective and preventive actions;
- Documenting and **communicating to stakeholders the commitment** to corporate social responsibility.

In order to ensure compliance with the set objectives:

- **Human resources have been designated**, such as the Management Representative for SA8000, the Workers' Representative for SA8000;
- **Bodies** have been set up, such as a Social Performance Team, in charge of implementing and monitoring the SA8000 Management System;
- **Technological and economic resources** have been conferred.

04.1 OUR PEOPLE

Our people make up the driving force that fuels our development. They represent a **valuable asset of knowledge, experience, intelligence and culture**, the fundamental elements which we have built our industrial and business development on.

Every member of our group plays a crucial role in shaping our success and leading our commitment towards sustainability.

> As at 31st December 2023, we registered a workforce of **740 employees**, including **84% men** and **16% women**.

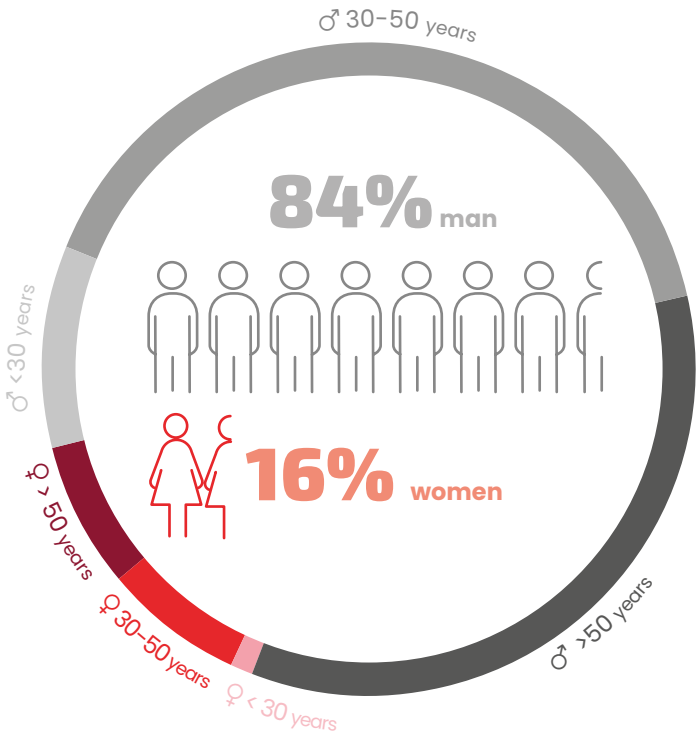


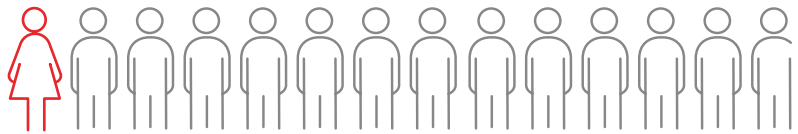
Table 4 – GRI 405-1 Diversity in government bodies and among employees

Role	<30 years	30-50 years	>50 years	Total
Executives	0%	0%	1%	1%
of which men ♂	0%	0%	1%	1%
of which women ♀	0%	0%	0%	0%
Managers	0%	0%	2%	2%
of which men ♂	0%	0%	1%	1%
of which women ♀	0%	0%	0%	0%
Clerks	5%	14%	12%	31%
of which men ♂	3%	7%	5%	16%
of which women ♀	1%	7%	6%	15%
Workers / drivers	7%	32%	27%	66%
of which men ♂	7%	32%	27%	66%
of which women ♀	0%	0%	0%	0%
Total	**11%**	**47%**	**41%**	**100%**
of which men ♂	**10%**	**40%**	**34%**	**84%**
of which women ♀	**1%**	**7%**	**7%**	**16%**

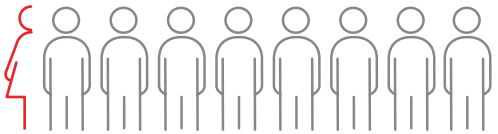
> In 2023, **the rate of recruitment of new employees was 51%** in terms of Full-Time Equivalent (FTE) to the total workforce. Concurrently, the **employee turnover rate was 31%.**

Table 5 – GRI 401-1 New employee recruitments and employee turnover [1]

Age	Recruitments		Terminations	
	Women ♀	Men ♂	Women ♀	Men ♂
Up to 29 years old	6	78	3	36
From 30 to 50 years old	14	194	2	118
Over 50 years	5	79	4	69



RECRUITMENTS



TERMINATIONS

In 2023, in cooperation with **Istituto Piepoli**, an independent research institute, we launched **a four-stage research project** with the aim of improving corporate welfare and sustainability, actively involving employees, customers and opinion leaders:

01. **Internal survey**: an anonymous survey focused on corporate welfare and sustainability was distributed to employees. The aim was to start a listening and training process with employees and managers, acknowledging that sustainability can only become a key element of the corporate strategy with the involvement of everyone. The results showed an overall positive framework, with high rates of job satisfaction and a high level of corporate welfare, although there were some aspects to be improved.

02. **Qualitative customer survey**: six online interviews were conducted with logistics managers of companies in the automotive sector, customers of Bertani Trasporti. The objective was to identify the sustainability factors considered important by customers in the transport and logistics sector and to collect their assessments of Bertani Trasporti's performance in this area.

03. **Manager training:** an internal training phase was planned for about 40 managers, again in the field of sustainability.

04. **Qualitative survey among opinion leaders**: this phase was aimed at collecting indications on the future of logistics in the transport sector.

[1] *Recruitments and turnover during the year calculated as FTE.*

04.2 HUMAN AND LABOUR RIGHTS

In line with the principles of our **Code of Ethics** and **Policy SA8000**, we are committed every day to improving the working conditions of our employees, developing skills and building positive relationships.

Respect for human rights is fundamental to us, which is why we recognize the importance of protecting children's rights and oppose child and youth labour.

Each of our employees is free to leave the workplace at the end of the day, just as he or she is free to terminate the employment relationship within the terms of the applicable regulations. Everyone is contracted through a National Collective Agreement.

Recognising the importance of **freedom of association**, we are committed to ensuring that all workers can freely elect their union representatives and join any organisation, without fear of discrimination or retaliation.

To improve **transparency and understanding of working conditions**, we have undertaken several initiatives, such as:

- We obtained a **single National Collective Bargaining Agreement (CCNL) document**, then disseminated through the HR portal, which clearly and simply lists the rights and responsibilities of each worker;
- We provided a **pay slip legend**, to facilitate the understanding of the main items;
- We have adopted a **Welfare** on top **Plan** for the year 2023.

WELFARE PLAN

The Plan consists of the allocation to employees of a Welfare credit for the purchase of goods and services that each interested party can select to compose a customised package that meets their personal and family needs. The offer is very broad and is divided into the following areasi:

- **Reimbursement of education expenses** (registration and attendance fees from kindergarten to university and university masters, school books, school canteens, school trips, school buses, before/after school care, baby-sitting, summer camps and extracurricular language and computer courses);
- **Reimbursement of care expenses for the elderly and dependent family members**;
- **Reimbursement of public transport** (expenses incurred for the purchase of season tickets for local, regional and inter-regional public transport, such as buses, metros and trains not limited to the local area);
- **Pension fund payment** (the employee defines and allocates the portion of welfare credit to be allocated to open and closed pension funds in which he/she is registered or intends to register);
- **Fringe benefits - vouchers** (shopping vouchers, fuel vouchers, food, technology, general expenses, clothing, books and children);
- **Recreation, education and welfare** (travel, entertainment, sports, wellness, culture, education, training and health).

04.3 OCCUPATIONAL HEALTH AND SAFETY

> **Respect for the fundamental rights of the individual, including health and safety, is at the heart of our corporate philosophy**. This commitment concerns not only our employees, but also visitors, suppliers, customers and all interested parties.

We adopt a **preventive and protective approach**, assessing the risks associated with each task and work environment. Health and safety management is shared, allowing everyone to actively participate by accessing information and reporting risks through dedicated channels.

Our main goal is to **reduce accidents at work**, and to achieve this we promote continuous training and spreading of a **safety culture**. We encourage the active participation of workers in **reporting potential risks** and collaborate with neighbouring companies in emergency management.

To prevent and mitigate negative impacts on occupational health and safety, we take a proactive approach based on a number of tools and practices, including the **Risk Assessment Document (DVR), the ISO 45001 standard, the SA8000 Standard and the risk and opportunity context analysis**.

Our **Code of Ethics** guides all activities, and we conduct first-, second- and third-party system audits to ensure compliance and effectiveness. We carry out constant operational checks by means of checklists and encourage the reporting of non-compliance.

TRAINING ON HEALTH AND SAFETY

Training is a pillar of our strategy. Every year we collect training needs through the human resources department and function managers. We offer a wide range of courses, including:

- **Training for safety managers, supervisors and forklift operators**
- **Courses for personnel skilled in electrical work (PES/PEI)**
- **Using the automatic external defibrillator (AED)**
- **Fire-fighting and first aid**
- **In-house courses on the Integrated Management System (IMS)**, the educators of which are chosen from historical suppliers and specialised bodies of proven reliability.

We prepare **detailed plans** and funding for each course, ensuring that new recruits receive specific training on the risks associated with their jobs and the communication channels available to report any problems. This approach helps to **make workers aware of the risks and the importance of using personal protective equipment** (PPE).

The **courses are free of charge**, take place during working hours and are followed by employees both when they are newly recruited and in the course of their work. Each course is conducted with the aid of materials in Italian language, including slides and images to facilitate understanding, but in special cases the support of **mother-tongue tutor** colleagues is offered.

We evaluate the effectiveness of training through tests, **regular audits** and regular discussions with supervisors, enabling us to continuously improve our training programmes.

HEALTH AND SAFETY MANAGEMENT SYSTEM

We have voluntarily implemented an **occupational health and safety management system** that complies with current regulations, including Legislative Decree 81/2008 and the decrees dated September 2021 on fire prevention.

This system, **certified according to ISO 45001**, allows us to systematically and continuously fulfil our legal obligations.

EMPLOYEE WELFARE

To promote the **health** of our employees, we offer everyone a **Unisalute policy** and a **health surveillance system** managed by the Coordinating Physician and his team.

This allows us to always be aware of our employees' medical fitness, whether full, with prescriptions and/or limitations, or unfitness, whether temporary or permanent.

Clearly, employees in the security department are bound by **strict confidentiality when handling sensitive data**.

In addition, we regularly conduct surveys among our workers to better understand their needs and to meet their requests in order **to improve working conditions**.

For example, we have installed parking coolers on the car transporters to increase the comfort of drivers.

ACCIDENT DATA

> During 2023, we recorded **43 accidents** among our employees. The relative rates stand at **0.75 for serious accidents** and **31.46 for non-serious accidents** per million hours worked.

The injuries in question were mainly caused by slips, falls on the floor, falls from lower and upper floors, back pain and lumbago, dislocated ankles or knees due to incorrect supports or movements, superficial wounds and hand or foot injuries.

Table 6 – GRI 403-9 Accidents at work

Type of accident	Employees
Number of deaths at work	0
Number of serious accidents at work	1
Number of accidents at work	42
Total	**43**

Working at height on the car transporter represents a risk that does not currently lead to frequent accidents but can cause serious damage: the highest point of the upper deck, indeed, reaches 2.9 metres, and results in the risk of falling from above. With the current state of the art technologies, we are intervening by sensitising drivers with **specific training**.

04.4 DIVERSITY AND INCLUSION

At Bertani Trasporti, respect for diversity and inclusion are essential values that permeate every aspect of our business.

This is demonstrated by the principle of non-discrimination, the cornerstone of the SA8000 certification scheme.

In the workplace, we do not tolerate discrimination based on personal characteristics such as:

- **ethnicity**
- **social class**
- **origin**
- **religion**
- **disability**
- **gender**
- **sexual orientation**
- **family responsibilities**
- **marital status**
- **trade union membership**
- **political opinions**
- **age**
- **type of contract**
- **any other potentially discriminatory condition.**

We recognise and respect the right of each employee to exercise personal principles or practices, respecting the needs of all staff and applicable laws.

To ensure an inclusive and respectful work environment for all employees, we have established specific procedures, including **preventing and managing discrimination**, providing **communication channels to report misconduct and acts of discrimination**, and preventing threatening, abusive, exploitative or sexually coercive behaviour.

04.5 TRAINING AND SKILLS DEVELOPMENT

To best meet the challenges of change, complexity and the demands of an ever-changing global market, we focus on continuous training and the development of new skills.

Each year, we strive to identify the training needs emerging from the various corporate functions. This process enables us to plan short- and medium-term training programmes in line with market and customer needs.

BERTANI ACADEMY

A significant example of this commitment is **Bertani Academy**, an **in-house training programme dedicated to our newly hired drivers, lasting four months**. The first weeks involve a stringent programme of supporting training. Specifically:

01. **First week**: On-site training in Castiglione delle Stiviere, alternating lessons in classroom and hours of training in the yard. Topics covered during this period include transport quality, workshop, integrated management system, human resources, operations, cash, occupational safety and yard (loading/unloading).

02. **Second week**: Driving with the mentor and 6 hours safety training on Saturdays. The mentor will accompany the employees for a fortnight, imparting the knowledge of the trade directly on the field, including handling and care of the assigned vehicle, economical and safe driving, load management and relations with dealers and outsiders.

03. **Third week**: Practical driving lessons with tutor.

04. **Fourth week**: Autonomous activity, supported by a dispatcher available for the new employees, until the end of the fourth month. His or her help is essential for the assignment of low-complexity trips and for communication with other operational company areas.

The operations office, the damages office and the personnel office periodically meet to verify that results are in line with the expected targets and to **monitor the performance of the newly recruited drivers**. At the end of the 4-month training period, a decision is made on the continuation of the employment relationship.

Specific external training is also foreseen in the **Annual Training Plan** for drivers and workers: ASR (State-Region Agreement) Safety Training for Managers, RLS (Workers' Safety Representative), Person in charge, ASPP (Prevention and protection operator). These courses, which vary in frequency and duration, are designed to ensure that personnel are always up-to-date on industry best practices and current regulations.

Table 7 – GRI 404-1 Average annual training hours per employee[2]

Category	Unit of measure	Women ♀	Men ♂
Executives	Hours	1	5
Managers	Hours	54	6
Clerks	Hours	16	9
Workers / drivers	Hours	N/A	64
Average hours		**17**	**52**

[2]*Average hours calculated in relation to the FTE workforce..*

04.6 LOCAL COMMUNITY DEVELOPMENT

Investing in local community development is an essential component of our business strategy at Bertani Trasporti.

Indeed, through our various initiatives in areas **as diverse as education, health, environment and infrastructure**, we are in a position to attract customers, employees and investors who value socially responsible businesses.

We are currently engaged:

- in the awarding of **study prizes**;
- in **the restoration of heritage buildings** for community use;
- in **donations to charitable organisations**.

A concrete example is the functional recovery of a building in Castiglione, a former church, which will be converted into a civic archive. In addition, we are negotiating with some local administrations for interventions, such as tree planting, to compensate for the expansion of our settlements.

With regard to talents, thanks to investments in training and education, we are able to **attract qualified**, competent and motivated **workforce**. A key element for long-term success.

05 ENVIRONMENTAL ACCOUNTABILITY

As we operate in the logistics sector, we are aware of the impact our activities have on the environment and are committed to reducing it through sustainable and responsible practices.

> **Sustainability and environmental protection are pillars of our corporate identity**, as we recognise that today's choices influence the future of next generations. Therefore, we are dedicated to **continuously improving our environmental performance**, complying with legal requirements and implementing procedures to manage any environmental emergencies.

In our **Environmental Policy** we specifically recall UN **Sustainable Development Goals (SDGs) 3, 6, 7 and 13**, recognising our role in **contributing to health and well-being (SDG 3), access to clean water and sanitation (SDG 6), clean and sustainable energy (SDG 7)** and **climate action (SDG 13)**.

Our focus on these important issues also comes through our **investments in advanced technologies with low environmental impact**, as well as through **staff training and awareness-raising activities**. Indeed, we believe that every individual in the organisation has a role to play in the journey towards environmental sustainability.

Our long-term commitment to environmental sustainability also lies in our **environmental management system certified according to ISO 14001**.

05.1 ENERGY AND CLIMATE CHANGE

> Energy management and **combating climate change** are priorities for us. We are **strongly committed to reducing CO2 emissions** and producing energy from renewable sources.

RENEWABLE ENERGY

Recently, we have taken concrete initiatives to support the transition to renewable energy, including:

- The construction of a **photovoltaic system at our Chignolo Po site**;
- **The extension of the existing photovoltaic system** at our Castiglione delle Stiviere site.

We are also working with industry experts to develop strategies **to reduce energy consumption and greenhouse gas emissions**. At our sites in Castiglione delle Stiviere, Chignolo Po and Bondeno, **three roof-mounted photovoltaic plant projects** (i.e. canopies covered with photovoltaic panels) will be realised, with a total nominal power of about **115.5 MWp**.

These installations will be the largest solar carports ever built in Europe and will provide shaded and protected areas for parking and logistics areas, including **charging stations for electric vehicles**.

> With an **estimated annual production of 148,671,400 kWh**, enough to meet the **needs of 42,478 households**, these plants will avoid the **emission of 74,336 tonnes of CO2 each year**.

INTERMODAL TRANSPORT AND FLEET RENEWAL

Moreover, we have taken measures to **reduce the environmental impact of our transport service**. Through the use of **intermodal solutions**, combining rail and road transport, we have significantly reduced CO2 emissions.

Our **"Rail Department"** uses **railway wagons specifically for car transport**, working with European rail networks and operators to offer environmentally friendly solutions.

In addition, the recent launch of a major **renovation programme of our car fleet**, with the introduction of new generation vehicles with lower emissions, has further contributed to the reduction of atmospheric emissions.

ENERGY CONSUMPTION

Table 8 - GRI 302-1 Energy consumed within the organization

Consumption Type	Unit of measure	Total amount	Total GJ
Natural gas	S. CBM (standard cubic metre)	199.769	7.048
Fuels	**Litres**	**3.156.441**	**111.551**
LPG	Litres	4.962	126
Diesel	Litres	3.140.562	111.082
Petrol	Litres	10.917	343
Consumed Electricity	**kWh**	**2.674.746**	**9.629**
Purchased Electricity	kWh	2.674.746	9.629
Total energy consumption	**GJ**	**-**	**128.288**
Energy intensity	**MJ / transported vehicle**		**85,5**

Table 9 - GRI 305-1 GHG direct emissions (Scope 1), GRI 305-2 GHG indirect emissions from energy consumption (Scope 2)

Emission Type	Unit of measure	Emissions
Scope 1[3]	**tCO2eq**	**8.335**
Stationary combustion	tCO2eq	482
Transport combustion	tCO2eq	7.853
Scope 2 - Location-based[4]	**tCO2eq**	**697**
Purchased electricity	tCO2eq	697
Scope 2 - Market-based[5]	**tCO2eq**	**1.339**
Purchased electricity	tCO2eq	1.339
Total emissions		
Scope 1 + Scope 2 Location-based	**tCO2eq**	**9.032**
Scope 1 + Scope 2 Market-based	**tCO2eq**	**9.674**
Emission intensity[6]	**kgCO2eq / transported vehicle**	**6,45**

[3]Reference to emission factors: DEFRA 2023

[4]Reference to emission factors: ISPRA 2022

[5]Reference to emission factors: AIB

[6]Calculation made taking into consideration the total emissions Scope 1 + Scope 2 Market-based

05.2 POLLUTION

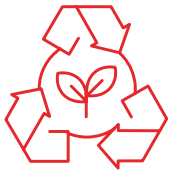
At Bertani Trasporti, we are aware that pollution, particularly air pollution, is a crucial challenge for the transport sector. We know that our activities can contribute to this problem and we are committed to managing and reducing our impact.

This awareness guides us in our constant search for **solutions to minimise pollution related to our operations**. Our commitment is reflected in our corporate policies, daily operating practices and the culture of environmental responsibility that we promote.

Table 10 - GRI 305-7 Nitrogen oxides (Nox), Sulphur oxides (SOx) and the relevant air emissions [7]

Pollutant type	Unit of measure	Emissions
Nitrogen oxides (NOx)	Kg	18.696
Sulphur oxides (SOx)	Kg	187
Total amount	Kg	18.883

05.3 WASTE MANAGEMENT



We recognise the **importance of proper waste management and sorting**, not only to comply with current regulations, but also to promote the circular economy and contribute to safeguarding our planet.

We are proud to be **certified according to ISO 14001**. This certification, supported by regular audits by the certification body, is a guarantee to stakeholders of our commitment to environmental management.

One of our main objectives is to **maximise the recovery of the waste produced**. This translates into initiatives aimed at **minimising waste production** and promoting its recovery and recycling.

To achieve this goal, continuous training of staff and stakeholders involved in waste management is essential for us. Through training, we ensure that everyone is aware of the best practices and procedures to follow.

Finally, we carry out **strict waste sorting** according to the **European Waste Code (EWC)**, ensuring proper management and full compliance with regulations.

[7]Taking into consideration the diesel consumption of car transporters. Calculation made using the maximum limits for Euro 4 HDVs standard (NOx 2g/km; SOx 0,02 g/km). Assumed average efficiency of 3 km/l.

Table 11 - GRI 306-3 Produced waste[8]

Non-hazardous waste	Produced waste (kg)
Non-hazardous sludge from on-site effluent treatment	70.320
Paper and cardboard packaging	157.650
Plastic packaging	5.940
Wooden packaging	174.530
Composite packaging	21.270
Mixed Material Packaging	135.050
End-of-life tyres	102.340
Ferrous metals	99.060
Non-ferrous metals	5.440
Plastic	16.565
Glass	918
Components not otherwise specified	80
Non-hazardous end-of-life equipment	2.504
Gases in non-hazardous pressure containers	1.490
Waste containing oil	1.420
Aluminium	3.170
Iron and steel	4.700
Mixed metals	342
Non-hazardous soil and rocks	15.700
Non-hazardous insulation materials	310
Biodegradable waste	1.620
Total amount	**820.419**

Hazardous waste	Produced waste (kg)
Waste paints and varnishes containing organic solvents or other dangerous substances	350
Mineral-based non-chlorinated engine, gear and lubricating oils	9.540
Oily water from oil/water separators	4.880
Packaging containing residues of or contaminated by dangerous substances	2.355
Metallic packaging containing dangerous solid porous matrix	160
Absorbents, filter materials (including oil filters not otherwise specified), wiping cloths and protective clothing, contaminated by dangerous substances	16.650
End-of-life vehicles	25.448
Oil filters	1.130
Antifreeze fluids containing dangerous substances	3.770
Other hazardous components	1.760
Discarded equipment containing hazardous components	280
Lead batteries	25.479
Total amount	**91.802**

[8] *Type of waste entered as per EWC codes.*

06 ACCOUNTABILITY IN OUR SUPPLY CHAIN

At Bertani Trasporti, we recognise that our responsibility goes beyond direct operations, embracing the entire supply chain, from suppliers to customers. This is why we are committed to high ethical and **sustainability** standards at every stage of our value chain.

06.1 CUSTOMER RELATIONS MANAGEMENT

> **Effective customer relationship management is the key to building a lasting relationship of trust that fosters greater loyalty and increased business opportunities.**

Our efforts to s**atisfy customers** always start with a **deep understanding of their needs**. This allows us to proactively respond, offer **customised solutions** and improve the overall experience of those who choose us. At the same time, we take every opportunity to **listen to comments and opinions** that can drive innovation and lead us to optimise our services.

This **customer-oriented approach** allows us to stand out in a competitive market. Indeed, we are aware that, for stakeholders, the ability to keep customers satisfied and loyal is a key indicator of the long-term health and sustainability of the company, which positively influences the perception of corporate value.

For this reason we have outlined a number of short, medium and long-term goals.

In the short term, we aim to implement **a feedback system** to collect opinions on the services provided and ensure continuous quality improvement.

In the medium term, our goal is **to expand the customer network** through targeted marketing campaigns and strategic partnerships.

In the long term, we are developing a **loyalty programme** offering exclusive benefits, such as discounts and priority services, and we are adopting advanced technologies for vehicle tracking and real-time communication with customers.

These are just a few examples of a wider project to **optimise customer relationship management**, with the aim of improving customer experience and consolidating our position in the market.

During 2023, we implemented a number of important initiatives in this area, with a particular **focus on the environmental aspect**. Among the most significant is the introduction of a **continuous monitoring system for consumption and waste management**, which allows us to take prompt action to optimise resources.

Every day, we explore new strategies to increase efficiency and improve our environmental performance. This means, for example:

- **the adoption of technologies such as artificial intelligence and machine learning**, which allow to meet customer requests in real time and to optimise the routes for deliveries;

- **the promotion of refresher and training courses** for staff interacting directly with customers;

- **clear and transparent communication** with our customers, especially when unforeseen events occur that may affect delivery and implementation times;

- the creation of a **loyalty programme** that can encourage repeat requests and generate positive word-of-mouth, two elements that contribute significantly to company growth.

All these factors, strategically integrated, can lead to greater customer satisfaction and, consequently, to a sustainable competitive advantage over time.

06.2 SUSTAINABLE SUPPLY CHAIN MANAGEMENT

> In order to create a **sustainable supply chain**, we consider it essential to **involve sub-carriers and suppliers** in a process of alignment with our corporate mission and ethical principles.

To this end, we have developed the **Code of Sustainability for Business Partners**, which defines the specific requirements we expect from our partners, such as:

- respect for the environment
- protection of human rights
- promotion of fair trade practices
- fulfilment of duties of diligence.

This document is a **point of reference for all our business partners, who are invited to understand and respect the principles expressed in it**. It also emphasises the importance of transparency and accountability in the management of our supply chain.

To ensure compliance with these requirements, we have introduced a **verification system** that includes the use of **questionnaires and on-site audits by experts**. This allows us to ensure that our ethical standards are observed throughout the supply chain.

In addition, we have integrated a module into our Sinergest software to facilitate **document sharing with suppliers**, ensuring efficient and transparent communication. This tool ensures that all parties are always up-to-date on our sustainability policies.

> Aware of the importance of **local and responsible sourcing**, **92.5 per cent** of our procurement expenditure goes to **Italian suppliers**.

In addition, we assess **strategic suppliers**, representing **12 per cent** of the total, according to **social criteria**, classifying them into **three risk levels**: low, medium and high. This assessment includes requesting documentation on safety and personnel management, as well as second-party audits carried out on a sample basis during the three-year certification period.

> Sustainable supply chain management is **central to our commitment to sustainability**. We aim to create a supply chain that **respects the environment, protects human rights and promotes fair trade practices**, contributing to a more sustainable future.

07 APPENDIX

07.1 NOTE ON METHODOLOGY

This document represents the first Sustainability Report prepared by Bertani Trasporti S.p.A. aimed at **disclosing the key information concerning the corporate sustainability performance and highlighting the main results obtained by the company in 2023**.

This paper has been prepared by reporting on a selection of the **'GRI Sustainability Reporting Standards' published by the Global Reporting Initiative (GRI), as indicated in the table 'Table of Contents GRI"**.

In particular, the contents forming part of the reporting and related policies were selected with reference to the material issues identified following the materiality assessment as described in the reference section 'Materiality Assessment".

The information contained in this report refers to the Italian **perimeter of Bertani Trasporti S.p.A**. For further information or comments on this document, please send an e-mail to the following address: **info@bertanitrasporti.it**

07.2 GRI CONTENT INDEX

Bertani Trasporti S.p.A. has reported the information mentioned in this GRI content index for the period from 1 January 2023 to 31 December 2023, with reference to the **GRI Standards**.

GRI Standards	Information notice	Section
General Information		
GRI 2: General Information notice (2021)		
2-1	Organisational details	2
2-2	Entities included in the organisation's sustainability reporting	7.1
2-3	Reporting period, frequency and contact point	7.1
2-9	Governance structure and composition	2.1
2-11	President of the highest managing body	2.1
2-13	Delegation of responsibility for impact management	2.1
2-14	Role of the highest managing body in sustainability reporting	2.1
2-15	Conflicts of interest	2.1
2-16	Communication of critical issues	2.1
2-26	Mechanisms for requesting clarification and raising concerns	2.1
2-27	Compliance with laws and rules	2.1

GRI Standards	Information notice	Section
Material topic: Protection of human rights		
GRI 2: General Information notice (2021)		
2-23	Commitment in terms of policy	2.2;4;4.2;5
Material topic: Labour rights		
GRI 2: General Information notice (2021)		
2-30	Collective labour agreements	4.2
GRI 3: Material topics (2021)		
3-1	Process of determining material topics	3.2
3-2	List of material topics	3.2
Material topic: Economic growth		
GRI 201: Economic Performance		
201-1	Direct economic value generated and distributed	2.3
Material topic: Fighting corruption		
GRI 205: Anti-corruption (2016)		
205-2	Communication and training on anti-corruption regulations and procedures	2.2
205-3	Confirmed events of corruption and measures taken	2.2
Material topic: Business Ethics and corporate governance		
GRI 206: Anti-competitive behaviour (2016)		
206-1	Legal actions relating to anti-competitive behaviour, trust and monopoly activities	2.1

GRI Standards	Information notice	Section
Material topic: Energy management		
GRI 302 – Energy (2016)		
302-1	Energy consumed within the organisation	5.1
302-3	Energy Intensity	5.1
Material topic: Climate change mitigation and adaptation		
GRI 305 – Emissions (2016)		
305-1	GHG Direct emissions (Scope 1)	5.1
305-2	GHG Indirect emissions from energy consumption (Scope 2)	5.1
305-4	Greenhouse gas emissions intensity (GHG)	5.1
Material topic: Pollution		
GRI 305 – Emissions (2016)		
305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other relevant air emissions	5.2
Material topic: Waste management		
GRI 306 – Waste (2020)		
306-3	Generated waste	5.3

GRI Standards	Information notice	Section
Material topic: Occupational health, safety and welfare		
GRI 403 – Occupational health and safety (2018)		
403-1	Occupational Health and Safety Management System	4.3
403-5	Worker training on occupational health and safety	4.3
403-6	Workers' health promotion	4.3
403-7	Prevention and mitigation of occupational health and safety impacts	4.3
403-9	Occupational accidents	4.3
Material topic: Training and skills development		
GRI 401 - Employment		
401-1	New recruitments and turnover	4.1
GRI 404: Training and education		
404-1	Average number of training hours per year per employee	4.5
Material topic: Diversity and inclusion		
-		
Material topic: Local community development		
-		
Material topic: Customer relationship management		
-		

GRI Standards	Information notice	Section
Material topic: Risk Management		
GRI 418 – Customers' Privacy		
418-1	Well-founded complaints regarding breaches of customer privacy and loss of customer data	2.4
Material topic: Sustainable supply chain management		
GRI 204 – Procurement practices		
204-1	Proportion of expenditure made to local suppliers	6.2
GRI 414 – Suppliers' social assessment		
414-1	New suppliers selected using social criteria	6.2

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ENVIRONMENT
ISO 14001

ICT
ISO 27001

SECURITY
ISO 45001

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