



The **Management of Codognotto**, on the basis of what has already been expressed in the Company's Mission, Vision and Values, has defined its own QHSSE Policy, fully applied in Codognotto Italia SpA and for the pertinent parts in its subsidiaries.

The company goal is to offer personalized and targeted solutions in the fields of logistics and transport by focusing attention on the expectations of its customers, on the continuous improvement of the service, on the protection of health and safety in the workplace, on the security of the supply chain, on the protection of the environment, sharing these principles with the interested parties. To achieve and maintain the objectives over time, the Company adopts an Integrated Management System in compliance with the provisions of the UNI EN ISO 9001, UNI ISO 45001, UNI EN ISO 14001, ISO 28000 standards.

Furthermore, since 2022 the company has adopted its own Code of Ethics and Organisation, Management and Control Model for the reduction of the risk of offenses for the Italian offices, pursuant to Legislative Decree 231/01.

Codognotto considers the following 10 points as a commitment to its corporate strategy:

- ✓ The adoption, maintenance and continuous improvement of an effective **Integrated Management System** for processes and services in the context in which it operates in accordance with the principles of health and safety in the workplace, environmental protection, prevention of corruption, supply chain security and business performance;
- ✓ Comply with and enforce the **legislative and regulatory requirements** in force in matter of environment, health and safety, labour, procurement, prevention and fight against corruption, in the awareness that any non-compliance with the mandatory requirements and with this Policy may have serious and important consequences for the individuals and for the Company;
- ✓ The protection of the **Health and Safety** of all workers (internal and external to the company) involved in the activities carried out by Codognotto, implementing the preventive measures aimed at the reduction/elimination of accidents at work, occupational diseases and the risk of accidents;
- ✓ The reduction of the impact on the **Environment**, an inevitable counterpart of the business, to protect ecosystems and biodiversity;
- ✓ **Security** along the supply chain in order to ensure business continuity;
- ✓ Ensure the increasing **Customer** and the needs of potential markets **Satisfaction**, investing in effective, efficient, concrete and shared solutions in order to respect the needs of the interested parties;
- ✓ The continuous improvement of internal processes through a constructive collaboration of **consultation, participation and involvement** of workers;
- ✓ The continuous implementation of the Organizational Culture through the awareness, training and strengthening of the personal and professional skills of the resources involved, enhancing the aspects that distinguish the individuals to put them at the service of the group. In fact, we believe that **differences** are a resource and to this end People are encouraged to pass on their ideas and their talent;
- ✓ The sharing of historicity and corporate solidity as synonyms of accumulated experience for the purpose of a continuous search for **innovative solutions** aimed at the future;
- ✓ The adoption of a dynamic and circular business strategy aimed at a sustainable business **growth** project.



To this end, the Company works to ensure that:

- the **Integrated Management System** involves all the parties each according to their duties, responsibilities and competences: in this sense, workers are trained and made aware of respecting company procedures by actively participating in the functioning of the system itself;
- compliance with the **legislation in force** and with the regulations applicable to the activities pertaining to Codognotto is guaranteed, as well as the adequacy of the Policy considering the expectations of the interested parties through the implementation of targeted internal audits;
- the **health and safety** risks deriving from the tasks performed, from new activities and from emergency situations are systematically monitored with the aim of containing and reducing them;
- **security**, along the supply chain, is a priority objective to be achieved and perfected with determination in defense of the tangible and intangible assets of the interested parties, also through the implementation of new video surveillance systems at the sites and the updating of the IT infrastructure;
- the services offered are **diversified** so as to meet the expectations of the Customers also with the search for particular market niches and by extending the commercial vision to other geographical business areas;
- **innovation**, the **development** of new processes, **the provision of more sustainable services** are promoters of corporate investments aimed at reducing the footprint on the environment (implementation of UNI EN ISO 14001 and 14064-1) through development in the digital field, the increase in multimodal/intermodal transport and the use of vehicles powered by alternative fuels. The search for effective solutions is also encouraged by uniting resources, People, knowledge, passion and involving various partners with common, innovative and sustainable objectives;
- The integration between the younger generations of workers with their contribution to the use of digital skills and the more pragmatic expert generations, is the driving force of corporate growth. To this end, training programs, international mobility projects, career plans and Academy activities have been implemented.

The Management undertakes to review the QHSSE Policy at least once a year and to give indications on the new objectives to be pursued, disseminating the principles and goals with all the interested Parties in order to develop and maintain collaborative relationships.

Salgareda, 04/04/2023

The Management