



alberti e santi
international freight forwarder

Sustainability Report 2022

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Dear Readers,

driven by a strong sense of responsibility towards its stakeholders, our company has decided to embark on the path of reporting its ESG (environmental, social and governance) performance. The publication of such a document represents for us the achievement of a strategic objective of fundamental importance, with the aim of making transparent and giving greater visibility to the activity carried out, increasing its legitimacy and consensus at the social level, affirming the right of stakeholders to be informed, and leading the company towards a responsible business strategy.

This Sustainability Report represents a document aimed at marking the founding values on which Alberti e Santi imprints its operations: transparency, attention to people's well-being, as well as the pursuit of sustainability and maximum efficiency of the services provided.

In particular, the Sustainability Report 2022 highlights the outcome of the performance and initiatives undertaken by Alberti e Santi in the area of sustainability, measuring their impact in the specific areas of governance, social and environmental during the year. This document reaffirms the Company's commitment that has resulted in measures that contribute to the reduction of the environmental impacts of the services performed, the enhancement of the services offered to its clients, and the improvement of working conditions and satisfaction of its employees. Through the adoption of this tool, drawn up following the principles and guidelines of the GRI Standards (international standard for sustainability reporting), Alberti e Santi intends to provide its stakeholders with a complete, clear and transparent representation of its choices, management methods, projects, performance and in a broader sense of its corporate sustainability journey.

Throughout all these years, one of the values we have created, maintained and carried forward is Alberti e Santi's roots as a family business.

The feeling we want to convey to our employees is one of a sense of belonging. At Alberti e Santi we strongly believe that companies are made up of people we consider close to us, with those same values and ideas that can be found in a family, namely to help each other through difficult times in the workplace. The same people at Alberti and Santi were involved and an essential part of the creation of this Sustainability Report.

In the logic of giving continuity to the measurement, improvement and reporting of our performance from the perspective of sustainability, the Alberti e Santi Sustainability Report will also be published in future years.



A handwritten signature in black ink, appearing to read 'Stefano Alberti', written in a cursive style.

Stefano Alberti

Managing Director Alberti e Santi srl

Chapter 1

Sustainability in Alberti and Santi



1.1 Profile of the organization

Alberti Germano Santi Romano S.r.l. (hereinafter referred to as "Alberti e Santi", "company" or "corporation") was founded in 1959, when the transport companies "Alberti Germano" and "Fratelli Santi" merged giving birth to Alberti and Santi.

The company, which has been operating in the world of transportation and logistics for more than **60** years, carries out its activities nationally and internationally and is a reference partner for numerous companies at the European level in all production sectors. The legal and operational headquarters of Alberti e Santi is located in Cortemaggiore, in the province of Piacenza, a strategic logistics hub for Italy and the Mediterranean.

For more than forty years Alberti e Santi has been offering **an established and first-rate service to the United Kingdom and Northern Europe**, and on this route it has developed particular expertise in managing import and export flows through a road and intermodal service (combined road/rail transport) with more than 100 weekly departures guaranteed by a modern and efficient fleet.

In addition, it should be noted that **from 2019 Alberti e Santi is authorized as a private Customs Warehouse**, offering the possibility to store goods under VAT and Excise suspension and also providing a Customs Assistance service for operations in Import/Export, to and from non-EU countries.

Among its services, the company also offers, through the support of specialized companies, transportation by sea and air with destinations all over the world, allowing the company to play the role of a single and integrated partner, thus able to cope with any logistical and transportation need. Alberti e Santi, again through partnership with specialized companies, also provides Project Cargo services (exceptional transport).

Alberti e Santi S.r.l. in **2022** generated a turnover of **€77,058,379**, employing a total of **91** employees to carry out its activities .

"For us, shipping is not simply moving physical movement of goods but it is responding to customers' needs."



Mission, Vision and Key Values

Despite the company's longevity and the many changes that have taken place over the years, certain fixed points have distinguished Alberti e Santi over time and help make it still successful today.

Specifically, the **Mission**, i.e., the strategic vision of Alberti e Santi, is to provide the best possible service through fast, efficient and state-of-the-art logistics.

The Mission, aims to define the standard on the basis of which business actions and decisions should be developed, focusing on

4 key elements:

- Flexibility,
- Punctuality,
- Reliability,
- Sustainability.

The key elements of our Mission are summarized in the motto of the company, "Your business need...is our business solution!"



Our **Vision** is to **offer global transportation and integrated logistics services characterized by the structural flexibility of a people-friendly organization with an ongoing commitment to caring for the environment and people.**

The **Values** that guide the company's behavior and act as a compass on the correct way of operating are:

- Integrity: acting responsibly
- Leadership: continuing to stand out as a virtuous company that leads by example
- Value creation for customers and employees
- Reliability, punctuality and flexibility in the services offered, in all target markets



The feeling we want to convey to our employees is one of a sense of belonging. At Alberti and Santi, we strongly believe that companies are made up of people who we consider close to us, with those same values and ideas that can be found in a family, namely to help each other through the difficult times in the workplace.

Stefano Alberti
Managing Director Alberti e Santi srl

Corporate Governance

The corporate governance system of Alberti e Santi s.r.l. is currently as follows:

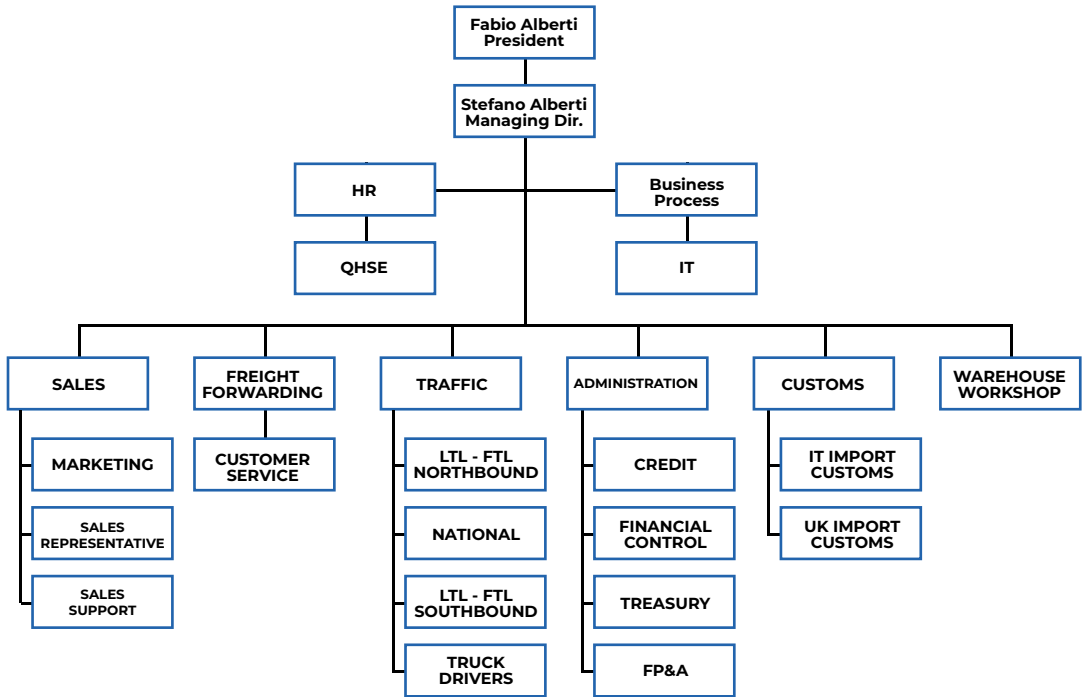
- **Board of Directors (CdA):** the Board of Directors is vested with the broadest powers for the administration of the Company and for the implementation and achievement of the corporate purpose, within the limits allowed by the Law and the Articles of Association.

Among other things, the Board of Directors appears to be vested with the power to define the Company's strategic guidelines, as well as to verify the existence and efficiency of its organizational and administrative structure.

As of 12/31/2022, the Board of Directors was composed of Alberti Fabio as Chairman of the Board of Directors, as well as Chief Executive Officer of the Company, Alberti Alberto as Chief Executive Officer, and Alberti Stefano as Managing Director.

- The Company's Organizational Structure is formalized and graphically represented in the **Company's Organizational Chart**, subject to periodic updating, which clearly defines the lines of hierarchical dependence and functional links between the various positions of which the structure itself is composed. The organizational chart makes it possible to identify at any time those in so-called top positions and those subject to management and supervision.

Organization chart



1.2 Materiality and stakeholder analysis

Materiality analysis

Taking as its starting point what is indicated by the ISO 26000 - Guide to Social Responsibility and the GRI Standards, Alberti e Santi implemented a materiality analysis aimed at identifying and understanding the company's priority issues in sustainability. **The multi-step materiality analysis process then enabled Alberti e Santi to identify its sustainability priorities and define the content of this Sustainability Report. The analysis represents a substantial step for Alberti e Santi in outlining its strategic path in sustainability.**

Materiality refers to **the specific economic, social and environmental aspects that are most significant to an organization and its stakeholders.** For this reason, the materiality analysis process started with the identification of priority stakeholders for Alberti and Santi. Through an online questionnaire submitted to the company's management and contact persons in key business functions, key stakeholder categories for the organization were identified.

Next, Alberti e Santi conducted an analysis aimed at **defining the sustainability context in which the company operates.** Taking into consideration different sources of information, both the external environment and the target market were analyzed in order to ascertain the sustainability aspects and factors prioritized for the industry, for the stakeholders, and for Alberti e Santi. This activity of analyzing and mapping the sustainability context in which the organization operates led to the identification of a list of economic, social and environmental issues potentially relevant to Alberti e Santi.

This was followed by an online questionnaire submitted to **the company's management and leadership** and to a selected panel of Alberti and Santi stakeholders involving the following categories: **customers, suppliers, Environment, Local Communities and Territory, Schools and Academia, and Trade Associations**. On the basis of a predefined scale of scores (from 1 "not significant" to 5 "priority"), the company's management and leadership and the **external stakeholders directly involved in the process**, expressed their opinions by providing for each potentially material issue a rating of relevance .

By analyzing the outcomes of the materiality questionnaire, Alberti and Santi has thus identified a shortlist of **16 issues that are most prioritized in the area of sustainability**, so-called material issues, which are reported and explored within this Sustainability Report. The list of material themes is summarized within the Table below and represents the final result of the materiality analysis.

THEMES INCLUDED IN THE SUSTAINABILITY REPORT

Area of Sustainability	Material Themes
Economic and Governance	Economic Performance
	Business Ethics and Compliance
	Service Quality and Innovation
	Procurement Practices
	Implementation of certified management systems
Social	Training and enhancement of human capital
	Health and safety in the workplace
	Diversity and equal opportunities
	Corporate Welfare
	Creation of a positive corporate climate
	Supporting local communities and the territory
	Promoting logistics and transportation training
Environmental	Managing and monitoring greenhouse gas emissions
	Sustainable transportation management
	Management of energy resources
	Responsible waste management

Stakeholders

The materiality analysis conducted by Alberti and Santi was an important moment of reflection to reason about and explore the potential impacts of the company's actions and decisions on each stakeholder category identified. The **"stakeholder map"** below is the first outcome of this analysis activity.

Stakeholder Categories of Alberti and Santi



1 - Employees



2 - Customers



3 - Suppliers



4 - Contractors



5 - Trade Associations



6 - Environment



7 - Community



8 - Public Administration



9 - Competitors



10 - Schools and Academic World



11 - Certification Bodies and Inspection Bodies



12 - Credit and Insurance Institutions



13 - CDA and Management



14 - Customs Agency



Trade Associations



CONFINDUSTRIA
PIACENZA

Confindustria Piacenza (associated)



FAI Emilia (associated) → Fondo Autotrasportatori

Italiani → support in the provision of funded training, both technical professional and for soft skills. Involvement of the company at the association life level for dissemination/updating and training events on transport and logistics.



CEPI Piacenza (associated) → Consortium of Piacenza

Exporters: is an association promoted by the Chamber of Commerce and the Industrial Association of Piacenza. CEPI's main purpose is to promote and manage, on a nonprofit basis, the foreign trade of member companies.



FEDESPEDI

FEDESPEDI (associated) → National Federation of

International Forwarding Companies: a business organization that represents and protects the interests of international forwarding companies in Italy.



ANITA (associated) → National Association of Auto-

mobile Transport Enterprises: is the Confindustria Association representing trucking and logistics companies operating in Italy and Europe. It specifies that Alberti Stefano, CEO of Alberti and Santi, is a member of ANITA's General Council.















1.3 The 2030 Agenda and the goals of sustainable development

At the institutional level, the most important initiative on the topic of sustainability concerns the 2015 adoption of the **2030 Agenda for Sustainable Development** by the United Nations General Assembly, a policy document that outlined global commitments to sustainable development. Specifically, the global Agenda identifies **17 Sustainable Development Goals (SDGs)** to be achieved by 2030, broken down into 169 targets, which represent a real call to action to put Italy and the world on a sustainable path. The 17 SDGs are addressed to a plurality of actors including businesses and represent for Alberti and Santi fundamental food for thought and recalibration of their corporate goals.

The activities put into practice by Alberti and Santi in the area of sustainability can make a contribution to the achievement of some of the goals defined by the 2030 Agenda. For this reason, in order to be able to identify and report within this Report **the contribution that the company can make to the achievement of the SDGs**, we carried out a **linkage analysis between our material issues and the corporate sustainability strategy and the SDGs**, following the indications of the **SDG Compass** document. This document was jointly developed by the Global Reporting Initiative - GRI, the United Nations Global Compact and the World Business Council for Sustainable Development (WBCSD) and helps companies of all sizes **align their strategies with the relevant SDGs** depending on the sector and type of business, with the aim of guiding companies in best assessing their contribution to achieving the global goals. In doing so, **we identified 9 priority SDGs for Alberti and Santi by linking them to the material themes in which the company is committed to promoting sustainable development**, as represented in the table below.

Outcomes Materiality Analysis: Priority issues for Alberti and Santi and its stakeholders.

SDC's impacted

Economic and Governance	Performance Economica	   
	Etica e integrità nella condotta aziendale	
	Compliance e anticorruzione	
	Qualità del servizio e innovazione	
	Pratiche di approvvigionamento e supporto alla filiera locale	
	Implementazione di sistemi di gestione certificati	
Social	Formazione e valorizzazione del capitale umano	   
	Salute e sicurezza sui luoghi lavoro	
	Diversità e pari opportunità	
	Welfare aziendale	
	Creazione di un clima aziendale positivo	
	Supporto alle comunità locali e al territorio	
Environmental	Gestione delle risorse energetiche	   
	Gestione responsabile dei rifiuti	
	Gestione della logistica e dei trasporti	
	Emissioni di gas a effetto serra	

The role of Alberti e Santi in achieving the SDGs.

Calculating and quantifying a company's contribution to the SDGs has so far proved difficult. In 2020, a new tool called **SDG Action Manager** was launched to guide and support companies toward this shared goal. In 2022, we decided to use this new tool **to measure our impact on the SDGs in a timely manner**: it is a management platform that enables companies to assess, compare and improve their performance and achieve tangible progress on the Sustainable Development Goals by 2030.

Specifically, the SDG Action Manager tool is the result of a strong partnership between the United Nations Global Compact (UNGC) - the UN agency responsible for leading and supporting the global business community in advancing the UN goals and values through responsible business practices - and B Lab - the U.S.-based nonprofit organization that develops B Corp. measurement tools.

This section of the Report outlines our results for 2022. The scores shown are the result of a self-assessment based on internal company information and Alberti and Santi's interpretation of SDG Action Manager content. The use of an internationally shared tool allows us to spread our best practices, fulfilling the mission of the 2030 Agenda and comparing our performance with that of other companies.***

Our overall impact: the baseline

The **baseline module ("Baseline")** is a starting point that includes **cross-cutting criteria across all SDGs** before moving on to a more in-depth look at individual goals. **It measures how actively companies contribute to the SDGs** and their overall commitment with respect to social and environmental issues, such as good labor practices, environmental management systems, anti-corruption, and good corporate governance.

In 2022, Alberti and Santi's baseline is 70.3%: the scoring obtained in the baseline module is shown below.



Modulo base

Si comincia con questo modulo per avere una idea complessiva della performance dell'azienda rispetto a diritti umani, pratiche lavorative, gestione ambientale e governance.

DOMANDE RISPOSTE PUNTEGGIO GENERALE
31/31 70.3%



Introduzione **8.8/20**



Diritti umani **14.0/20**



Standard di lavoro **16.8/20**



Ambiente **12.6/20**



Anti corruzione **18.0/20**



In addition to considering the baseline analysis, Alberti and Santi measures its performance against four different underlying topics for each of the 9 SDGs pursued:

- **Business Model:** How Alberti e Santi's business model can contribute to each SDG;
- **Internal Operations:** How Alberti e Santi can contribute to each SDG internally;
- **Supply Chain:** How Alberti e Santi manages its supply chain's contributions to each SDG;
- **Collective Action:** This section recognizes the broader opportunities that Alberti e Santi can join outside the scope of its business model, operations, and supply chain to contribute to each SDG.

The score achieved by Alberti and Santi for each of the 9 SDG goals pursued is expressed as an overall percentage to provide a consistent and comparable benchmark across companies.

SDG 3 - Ensuring health and wellness

This module highlights key practices that the company can adopt to contribute to SDG 3 - Ensuring Health and Wellness, such as would be providing health coverage to workers in its operations and in the supply chain, offering occupational health and safety programs to workers, and participating in industry collective action at the local and national levels.



SDG 3 - Assicurare salute e benessere

Scopra in che modo l'azienda può contribuire alla salute e il benessere per tutti, come per esempio nel fornire copertura sanitaria e salute sul lavoro e

programmi di sicurezza per tutti i lavoratori.

DOMANDE RISPOSTE PUNTEGGIO GENERALE

19/19

25.7%





SDG 4 - Quality Education.

This module highlights key practices that the company can adopt to contribute to SDG 4 - Quality Education, such as eliminating child labor, offering training and skills development to its employees, and providing access to training opportunities for women.



SDG 4 - Istruzione di qualità

DOMANDE RISPOSTE PUNTEGGIO GENERALE
24/24 **43.3%**

Scopra in che modo l'azienda può contribuire agli obiettivi di istruzione di qualità, come per esempio eliminare il lavoro minorile, offrire formazione su capacità, fornire accesso a opportunità di formazione e promuovere l'istruzione superiore.



SDG 5 - Gender Equality

This module highlights key practices that the company can adopt to contribute to SDG 5 - Gender Equality, such as increasing women's representation in the workforce and management, handling gender discrimination complaints, offering anti-discrimination training, and providing equitable parental leave.



SDG 5 - Uguaglianza di genere

Scopra in che modo l'azienda può contribuire all'uguaglianza di genere, come per esempio aumentando la rappresentanza di donne, e occupandosi delle denunce per discriminazione di genere.

DOMANDE RISPOSTE PUNTEGGIO GENERALE
30/30 16.1%



Business Model

PUNTEGGIO
1.7/25



Operazioni interne

PUNTEGGIO
14.2/25



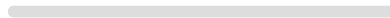
Catena di fornitura

PUNTEGGIO
0.0/25



Azione collettiva

PUNTEGGIO
0.0/25



SDG 8 - Decent Work and Economic Growth

This module highlights key practices that the company can adopt to contribute to SDG 8-Decent Work and Economic Growth, including for example implementing fair pay policies, ensuring decent working conditions in its operations and throughout the supply chain, and providing opportunities for professional growth.



SDG 8 - Lavoro dignitoso e crescita economica

Scopra in che modo l'azienda può adottare misure per offrire lavoro dignitoso e crescita economica come per esempio pagare un salario di sussistenza e garantire condizioni di lavoro eque ai lavoratori delle proprie operazioni e nella catena di fornitura.

DOMANDE RISPOSTE 33/33 PUNTEGGIO GENERALE 52.3%



Business Model	PUNTEGGIO 2.6/25	Operazioni interne	PUNTEGGIO 19.4/25
Catena di fornitura	PUNTEGGIO 13.5/25	Azione collettiva	PUNTEGGIO 16.6/25

SDG 9 - Industry, Innovation and Infrastructure

This module highlights key practices that the company can adopt to contribute to SDG 9 - Industry, Innovation and Infrastructure, including investing in research and development in agreement with sustainable development priorities, supporting small-scale suppliers, and adopting environmentally friendly technologies and means.



SDG 9 - Industria, innovazione e infrastrutture

Scopra cosa può fare l'azienda per promuovere un processo di industrializzazione sostenibile per esempio aumentando gli sforzi in ricerca e sviluppo d'accordo alle priorità di sviluppo sostenibile.

DOMANDE RISPOSTE 21/21 PUNTEGGIO GENERALE 54.9%



Business Model	PUNTEGGIO 20.5/25	Operazioni interne	PUNTEGGIO 16.6/25
Catena di fornitura	PUNTEGGIO 11.6/25	Azione collettiva	PUNTEGGIO 6.0/25

SDG 11 - Sustainable Cities and Communities

This module highlights key practices that the company can adopt to contribute to SDG 11 - Sustainable Cities and Communities including promoting the use of more sustainable transportation.



SDG 11 - Città e comunità sostenibili

Scopra in che modo l'azienda può adottare misure per costruire città e comunità sostenibili, come per esempio promuovere pratiche di urbanizzazione inclusiva, e adottando standard di costruzione green building.

DOMANDE RISPOSTE PUNTEGGIO GENERALE
22/22 23.3%



SDG 12 - Responsible Consumption and Production

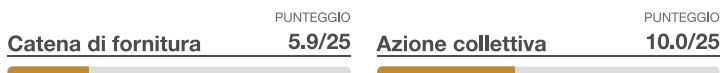
This module highlights key practices that the company can adopt to contribute to SDG 12 - Responsible Consumption and Production, including the adoption of circular economy principles, and inform its stakeholders on sustainability performance and targets through appropriate reporting.



SDG 12 - Consumo e produzione responsabili

Scopra cosa può fare l'azienda per mantenere la produzione e il consumo a livelli responsabili, come per esempio adottare i principi dell' Economia circolare e condurre assessment sull'impatto dei fornitori sul consumo di risorse.

DOMANDE RISPOSTE 18/18 PUNTEGGIO GENERALE 59.8%



SDG 13 - Acting for Climate

This module highlights key practices that the company can adopt to contribute to SDG 13 - Acting for Climate, including measuring climate impacts, taking an inventory of GHG emissions in its own operations and supply chain, and setting GHG emissions improvement targets.



SDG 13 - Agire per il clima

Scopra in che modo l'azienda può contribuire alle azioni per il clima, come per esempio

utilizzando assessment di rischio climatico e adottando una governance di cambio climatico.

DOMANDE RISPOSTE 24/24 PUNTEGGIO GENERALE 16.9%



SDG 16 Introduction - Peace, Justice and Strong Institutions

This module highlights key practices that the company can adopt to contribute to SDG 16 - Peace, Justice and Strong Institutions by promoting transparency in the company's governance and fiscal management and anti-corruption practices.



Introduzione - Pace, giustizia e istituzioni forti

Scopra in che modo l'azienda può contribuire alla pace,

giustizia e istituzioni forti promuovendo la trasparenza nella governance e nella gestione fiscale dell'azienda, e attraverso azioni di pace in zone affette da conflitti.

DOMANDE RISPOSTE PUNTEGGIO GENERALE
26/26 22.9%



Business Model

PUNTEGGIO
3.5/25



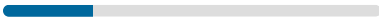
Operazioni interne

PUNTEGGIO
13.3/25



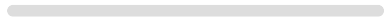
Catena di fornitura

PUNTEGGIO
5.9/25



Azione collettiva

PUNTEGGIO
0.0/25



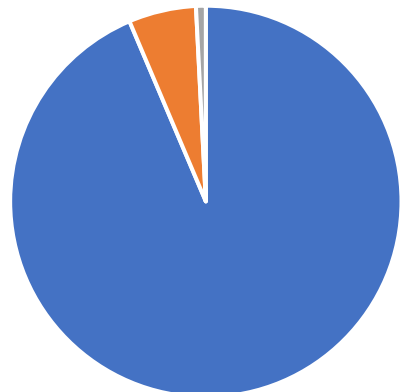
Chapter 2 Governance and trade relations



2.1 Economic performance and distributed value

Distributed economic value represents the ability of a company to **redistribute among its stakeholders part of the economic value generated through its activities**. Therefore, through the analysis of distributed economic value we intend to provide evidence of the flow of resources directed to our employees, our suppliers and the public administration. The distribution of economic value, as depicted in the graph below, **is therefore an index of Alberti and Santi's ability to redistribute part of the economic value generated to its stakeholders and is a measure of the company's impact on the community and along the entire value chain**.

In **fiscal year 2022**, total revenues from operations generated by Alberti and Santi amounted to **77,058,379 euros**, of which **97.4%**, or **75,054,656 euros**, was distributed to the following corporate stakeholders: to suppliers for **93.6% (70,266,321 euros)**, to employees for **5.6% (4,182,737 euros)**, and to the public administration for **0.8% (605,598 euros)**.



2.2 Business ethics and compliance

We intend to conduct our business **in full compliance with the principle of legality**, fulfilling all applicable laws and regulations.

We are also committed to **acting ethically, basing our behavior and actions on values such as honesty, moral integrity, fairness, transparency, objectivity and respect for individual personality**. These values involve a concern for people and the environment, building trusting relationships with our customers, and respecting the legitimate interests of all our stakeholders.

For this reason, Alberti e Santi has set itself the goal of clearly defining **values, principles, standards and norms of behavior**, that is, what the company considers to be right or wrong, pursuing these objectives in its daily actions. In order to enshrine these principles, the company decided to have its own **Code of Ethics**.

Specifically, the Code of Ethics contains general ethical principles, specific rules of conduct, as well as values that the Company recognizes as its own and on which it calls for scrupulous observance by all Employees, members of Corporate Bodies, Consultants, Partners and third parties in general in the performance of individual activities.

The instrument is inspired by the main guidelines and regulations in force nationally and internationally on **corporate social responsibility, human rights, labor and the environment**. The actions, operations, transactions and in general all conduct of the Recipients of the Code, in the exercise of their functions of competence and responsibility, must be aligned with the following ethical-behavioral principles: honesty, moral integrity, fairness, transparency and objectivity, equal opportunity, fair competition, quality of services, customer protection, and opposition to child labor.

Alberti e Santi undertakes to **prepare and implement a training plan aimed at ensuring knowledge of the principles and ethical standards defined by this Code.** The training initiatives are differentiated, depending on the role and responsibility of the people; for newly hired employees there is a special training program, which illustrates the contents of the Code of Ethics whose observance is required.

All Recipients of the Code of Ethics **are required to promptly report violations, even potential violations, of the Code of Ethics through the appropriate channels made available by the company.**

Reports may be made either by e-mail or in writing, possibly even anonymously, according to the forms and channels provided.



2.3 Service quality and innovation

Quality and reliability of services are the essential conditions of Alberti e Santi's operations, which aims to always keep the level of satisfaction of its clients high. For this reason, Alberti e Santi has always been committed to certifying the **quality of its processes and services offered**, eager to offer certain guarantees by way of the activity performed. Obtaining **ISO 9001 certification**, which certifies Alberti e Santi as a reliable and competent business partner by complying with the requirements of the international standard for a Quality Management System, goes in this direction.

The **quality of service** provided by Alberti and Santi lies mainly in the following elements:

- ▶ Attention to customers and their needs pursued through the building of valuable relationships and an ongoing **openness to dialogue and discussion with our customers** in order to listen to and understand their needs and expectations;
- ▶ The company is perceived not only as a mere provider of transportation services but also as a provider to support requests for more technical and operational advice related to both transportation and customs aspects;
- ▶ Identification of **new organizational solutions aimed at strengthening customer loyalty and always giving targeted and timely responses**;
- ▶ Ensuring the quality of services provided through **efficiency and technical experience in the execution of our business**;
- ▶ Ocular growth of the company through **expansion of the geographic market**, development of staff skills, and **investment in improving the fleet of vehicles and equipment**;
- ▶ Clear definition for each worker of his or her **role, responsibilities, and allocation of instrumental resources and skills needed to perform tasks**;

► Monitoring of costs and operational KPIs aimed at identifying key improvement points and maintaining **high standards of quality, safety and environment.**

Part of customer satisfaction is also realized through prompt and effective handling of any complaints/reports of nonconformity. The opening of a nonconformity always involves an **immediate recording of the incident and an analysis of the causes that generated the nonconformity.** In the event of a complaint, the customer is always contacted for notification that the problem has been taken care of. Once the nonconformity is closed through the implementation of appropriate corrective actions, a phase of evaluation of the effectiveness of the corrective action taken to resolve the nonconformity that has emerged, aimed at preventing the recurrence of similar nonconformities in the future, begins. In the table below, with reference to the year 2022, the total events related to transportation service (damage/freight loss) are shown. As the table shows, it is significant to point out the low incidence of such incidents in the total number of transports carried out: 1.2% incidence with reference to damaged goods and 0.034% incidence with reference to situations of missing, lost and stolen goods.

Year 2022 - Events in which transported goods have suffered damage/loss		
Type	Number	Percentage
Events of Damage to transported goods (breakage, wetting, falling, dirt)	385	32.335 (1,2%)
Shortage, loss and theft of transported goods	11	32.335 (0,034%)

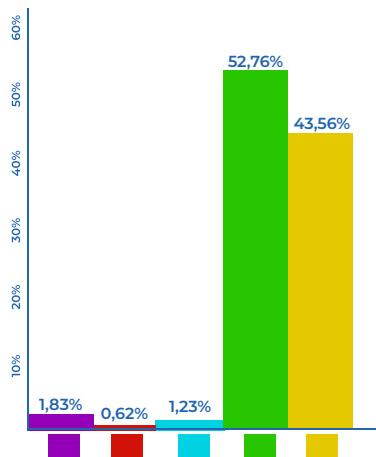
Customer Satisfaction Survey 2022

In order to constantly monitor the satisfaction of our customers, we also conducted the Customer Satisfaction Survey for 2022.

There were 163 customers who decided to respond, which we are going to collect in some responses below.

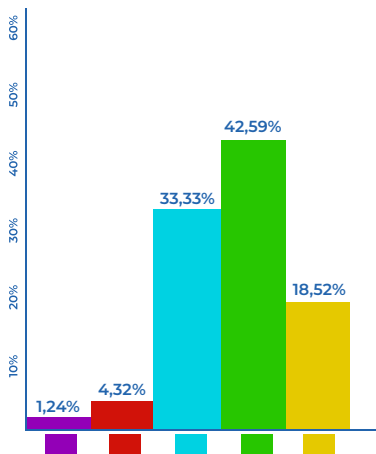
Overall, do you feel satisfied with the service provided by A&S?

Answer	N. Answers	Ratio
Completely unsatisfied	3	1,83%
Unsatisfied	1	0,62%
Indifferente	2	1,23%
Satisfied	86	52,76%
Completely satisfied	71	43,56%



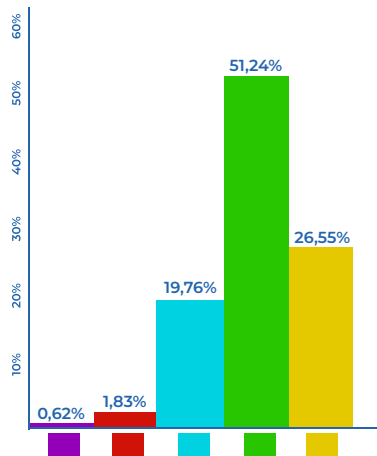
Evaluate the competitiveness of our services

Answer	N. Answers	Ratio
Very Low	2	1,24%
Low	7	4,32%
Average	54	33,33%
High	69	42,59%
Very High	30	18,52%



Evaluates the delivery time of goods entrusted to Alberti e Santi

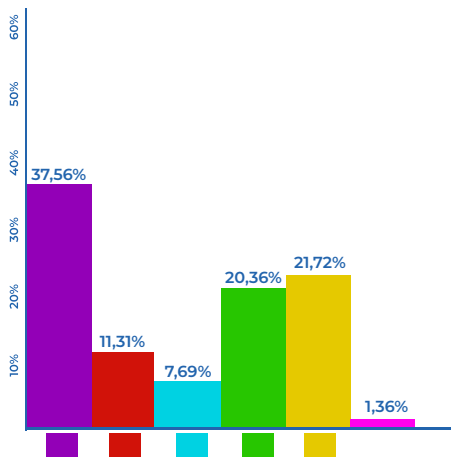
Answers	N. Answers	Ratio
Totally unsatisfactory	1	0,62%
Mediocre	3	1,83%
Average	32	19,76%
Satisfactory	83	51,24%
Optimal	43	26,55%



Which of these sustainability-related aspects do you think are most important?

Answers	N. Answers	Ratio
Transportation Sustainability	83	37,56%
Certifications	25	11,31%
Sustainability Report	17	7,69%
Monitoring of emissions	45	20,36%
Green Projects	48	21,72%
Other	3	1,36%

* multiple answers



2.4 Procurement practices

Suppliers are a primary stakeholder for us; the quality and safety of the services we offer depend to a great extent on our relationship with them, so **we aim to establish solid and long-lasting business relationships with them, in accordance with the principles of fairness, integrity, professionalism, transparency, legality and impartiality.**

Alberti and Santi's main suppliers can be divided into the following categories:

- **Suppliers of transportation and customs services (core business activities)**
- **Suppliers of general services: maintenance, equipment and vehicles, security, consultants and trainers, banks and insurance companies, certification bodies.**

Our suppliers are assured payment terms in accordance with commercial agreements. In conducting economic negotiations with its suppliers, Alberti e Santi bases its activities on the principles of proportionality and mutual consideration of performance, avoiding imposing - directly or indirectly - unjustifiably onerous contractual conditions. The ultimate goal to which the company tends is to **create relationships of trust** as well as **opportunities for mutual improvement**, giving importance to continuity, seeking to build medium- to long-term collaborations, and to the qualitative and economic reliability of the counterparts.

It is also important to note that Alberti e Santi **prefers to work with local suppliers wherever possible**, partly with the aim of **enhancing a short supply chain** and fostering local development.

Service Providers, excluding core services (transportation and customs services)

As evidence of the fruitful cooperation we cultivate with local and national suppliers, it is shown that **in 2022 the share of spending on procurement of services to Italian suppliers is 68.48% of the total economic value of service purchases.** In more detail, considering **the suppliers of premises**, i.e., suppliers located in Emilia-Romagna region or neighboring regions, **the share of procurement spending to these suppliers is 50.08% of the total economic value of service purchases in 2022.**

Service Providers		2020	2021	2022
% of procurement budget used that is spent on local/national suppliers	Local Suppliers (Emilia Romagna + neighboring regions)	50,25%	57,89%	50,08%
	National Suppliers (Italy)	13,73%	16,43%	18,40%
% of the procurement budget used that is spent on foreign suppliers	Foreign Suppliers	36,02%	25,68%	31,52%

Core service providers (transportation and customs services)

With specific reference to purchases of core services, it should be noted that **in 2022 the share of procurement spending to Italian suppliers is 41.26% of the total economic value of purchases of such services.** More in detail, considering the suppliers of premises, i.e., **suppliers located in the Emilia-Romagna region or bordering regions**, the share of procurement spending towards such suppliers is **14.31% of the total economic value of purchases of such services in 2022.**

Also referring to 2022, numerically speaking, Italian suppliers of transportation and customs services total 217 (of which 121 are local), accounting for 22.2% of the total number of suppliers employed.

Service Providers of transportation and customs		2020	2021	2022
% of procurement budget used that is spent on local/national suppliers	Local Suppliers (Emilia Romagna + neighboring regions)	13,27%	11,77%	14,31%
	National Suppliers (Italy)	27,91%	29,08%	26,95%
% of the procurement budget used that is spent on foreign suppliers	Foreign suppliers	58,82%	59,15%	58,75%

The following table describes where the core service providers are located: transportation providers and customs services.

Service Providers of transportation and customs		2020	2021	2022
Number of Suppliers	Local Suppliers (Emilia Romagna + neighboring regions)	120	135	121
	National Suppliers (Italy)	108	118	96
	Foreign Suppliers	695	871	761
Total		923	1124	978

2.5 Implementation of management systems certificates

The certifications we have obtained are tangible proof of our dedication to issues of quality and environmental protection. These same certifications enable us to act with awareness and responsibility to guide and support our customers to make the best choices.

Alberti e Santi's Management is committed to ensuring that its Quality and Environmental Management Systems are maintained in perfect efficiency, implementing a constant and periodic verification of the correct application of the provisions of the system procedures and operating instructions, process flows in all business areas, through systematic controls, internal audits and periodic reviews.

Specifically, Alberti e Santi is committed to implementing and maintaining a Quality and Environmental Management System that complies with **ISO 9001 and ISO 14001**.

Among its primary objectives, the company places, in all its areas, the improvement of its results in terms of environmental protection and reduction of pollution resulting from the performance of its activities. For this reason, the balance between the efficiency of the services provided and the eco-sustainability of the processes leads to the encouragement of virtuous environmental policies and transportation proposals that reduce impacts on the environment, particularly on the air compartment and carbon dioxide emissions.

Alberti e Santi also engages in transparent communication of relevant environmental issues and shares its experiences in order to contribute to the improvement of environmental performance throughout the industry.



Specifically, with the goal of pursuing continuous improvement of its **Environmental Management System**, Alberti e Santi is committed to:

- Comply with applicable laws and regulations and, where they do not exist, adhere to responsibly identified standards aimed at safeguarding the environment;
- Set environmental objectives consistent with the outcomes of context analysis and risk and opportunity assessment, taking into consideration the needs and expectations of relevant stakeholders;
- Encourage care and respect for the environment, including that of contractors and sub-carriers, emphasizing the responsibility of each in achieving the set environmental results and ensuring that appropriate operating procedures and personnel training and information programs on the subject are implemented;
- Minimize consumption of energy, raw materials and natural resources, resulting from the performance of its activities;
- Manage its activities with the aim of preventing environmental accidents and limiting sources of pollution, directing the selection, operation and maintenance of its vehicles to this end;
- Set up procedures to deal swiftly and effectively with environmental accidents that may occur in the course of its operations, cooperating with relevant industrial organizations and government agencies;
- Promote and support research to understand the effects of its operations on the environment, to improve environmental protection techniques, and to enhance its ability to make services environmentally compatible;
- Establish environmental indicators and targets to assess the effectiveness of measures taken and conduct reviews of its activities to assess progress in ensuring compliance with and adequacy of the Environmental Policy.

Regarding quality, in order to pursue the continuous improvement of its Quality Management System, Alberti e Santi is committed to:

- Clearly define roles and responsibilities within the Management System;
- Ensure management consistent with the context and strategic directions of the organization;
- Ensure the integration of the Quality Management System to the Business requirements and Mission of the Company;
- Promote the use of the process approach and risk-based thinking;
- Ensure the availability of human and economic resources necessary to implement and maintain the Management System;
- Meet Customers' needs and expectations, ensuring that the service conforms to the specified demands and requirements and that the personnel involved are fully aware of them, including in full compliance with mandatory regulations;
- Establish continuous improvement goals, also always in compliance with applicable requirements.

How quality and environmental objectives are defined:

Goal setting is done in the management review and takes into account the following inputs:

- Analysis of achieved and unachieved objectives from the previous year; with reference to unachieved objectives, an analysis is made on whether or not they can be pursued in the current year;
- Output of the management review of both ISO 9001 and ISO 14001;
- Output of environmental analysis, updated annually;
- Analysis of nonconformities and corrective actions;
- Evaluation of legal requirements and from in-progress activities (management meetings, new legislation, internal or customer/supplier requests, new projects, etc.).
- Management's budget letter that defines the budgeting policy and is declined into different actions/KPIs according to the relevant department.

OBIETTIVI	TARGET INDICATOR	TARGET
Monitoring Suppliers	Supplier evaluation	2023
Management of Personnel	Initiation and completion of skills and performance evaluation project	2023
Environment / Analysis Environmental	Continuous monitoring of diesel fuel consumption	2023
Environment / Analysis Environmental	Carbon Footprint Analysis	2023
Environment / Analysis Environmental	Incidence of intermodal on total trips improving from 2022	2023
Environment / Analysis Environmental	Fleet analysis of relevant transportation providers	2023
Environment / Analysis Environmental	Review of Environmental Policy	2023
Environment / Analysis Environmental	Sustainability reporting: communication of ESG performance through Sustainability Report	2023
Environment / Analysis Environmental	ESG rating specific to the transportation industry	2024

Chapter 3

People, local communities and territory



3.1 Training and enhancement of human capital

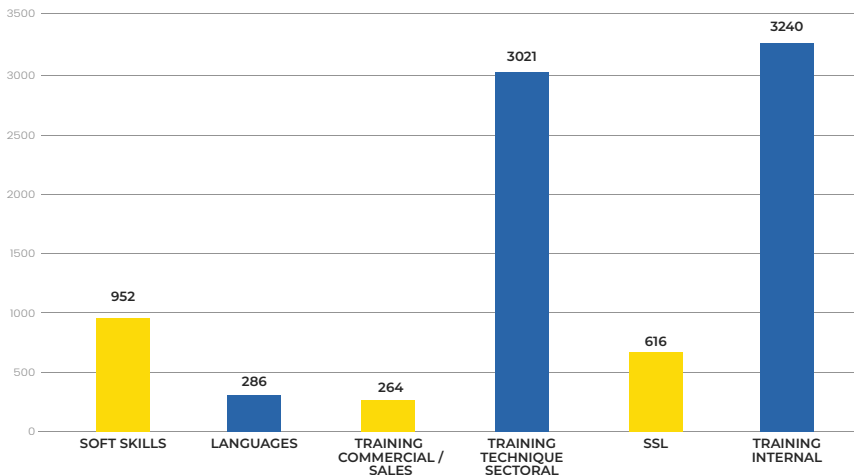
An important tool that allows companies to develop and increase the potential of their employees is provided by transversal (soft skills) or specific (e.g., technical-specialist) training, which is a fundamental key to the achievement of company objectives.

For Alberti and Santi, employees are the real engine of the Company's success, so we believe that **continuous training is an indispensable and strategic part of everyone's growth**. The annual training program allows Alberti and Santi to plan for skill acquisition in a way that equips its employees with the tools they need to achieve strategic objectives in a constantly changing work environment.

In total, **during 2022**, Alberti and Santi **provided 8,299 hours of training to its employees**.

Specifically in 2022, the training provided focused on the following topics: soft skills, languages, sales/sales training, sectoral technical training, OSH, Internal Training, sustainability and environment.

Hours of Training Delivered



3.2 Occupational health and safety

Operating with a view to continuous improvement means first and foremost ensuring a healthy and safe working environment for our employees, effectively managing all risk factors. As part of our activities, we are therefore committed to **contributing to the well-being of our workers, pursuing the goal of ensuring their health and safety**, in full compliance with current prevention and protection regulations.

We strive to protect not only everything related to people's physical health, but also psychological and value aspects. In addition, we have defined and effectively implemented **preventive measures and clear business practices aimed at promoting responsible and safe behavior** by all that have enabled us to make workplaces safer and minimize exposure to risks related to accidents, injuries or occupational diseases.

The **Risk Assessment Document (DVR)** was prepared in accordance with Legislative Decree 81/2008 and is evaluated at least annually to verify its adequacy in content to the company's reality or the need to make additions and/or changes. The purpose of this Document is to carry out a comprehensive and documented assessment of all risks to the health and safety of workers and to prepare appropriate prevention and protection measures as well as to plan measures to ensure the improvement of health and safety levels over time.

The Document is continuously updated and is revised in the event of changes in the company's organization and whenever the implementation of the company's safety system, aimed at continuous improvement in the degree of safety, makes it necessary.

Alberti e Santi also employs **a competent doctor** with whom it collaborates for the purpose of health risk assessment, conducting regular medical health surveillance visits for workers.

Lastly, the enterprise refers to the indications of the company's **in-house workers' safety representative (RLS)**, who is designated to represent workers with regard to health and safety aspects during work.

The goal that the company intends to pursue through this process is to transfer to workers and other subjects of the company's prevention and protection system knowledge and procedures useful for the acquisition of skills for the safe performance of their respective tasks in the company and the identification, reduction and management of risks.

All internal health and safety training courses provided to workers involve the issuance of a certificate, indicating the training objectives achieved and the sum of the hours devoted to learning and knowledge.

In 2022, Alberti and Santi provided general and specific training on health and safety issues to its employees, totaling **536 training hours**. In **2021-2022**, employees received general and specific training on health and safety issues, totaling **676 training hours**.

Alberti and Santi's achievements in prevention and protection substantiate the company's commitment. In fact, **in the two-year period 2021-2022, no occupational accidents occurred and no occupational diseases were recorded.**

Accidents at Work Employees			
	N° of Accidents at Work	N° of Accidents Serious	N° of Accidents Fatal
Year 2022	0	0	0
Year 2021	0	0	0

Occupational Diseases Biennium 2021/2022		
	N° of Illnesses Occupational	N° of Deaths Resulting from Occupational Diseases.
Year 2022	0	0
Year 2021	0	0

3.3 Diversity and Equal Opportunity

Alberti e Santi recognizes the diversity of each employee or collaborator as a success factor and constantly enhances their experiences, abilities and qualities. The Company fosters an inclusive work environment, oriented to collaboration and a spirit of belonging, **encourages each person to express themselves freely** in order to realize their potential and increase their motivation. In the personnel recruitment process, we are committed to **applying gender equality and not perpetrating discrimination of any kind**: gender, age, race or religion. The company **recognizes the diversity of its employees as a success factor**. The company, moreover, respects and recognizes the right of every employee to associate, organize or join a labor organization without being subjected to interference, sanctions, retaliation, discrimination or harassment. We believe that it is only through free expression and confrontation that everyone can realize his or her potential and that the company can reap significant benefits.

During 2022 Alberti and Santi employed complessivamente **91 employees of whom 30 were women (33%) and 61 were men (67%)**. There emerges in general a gender bias toward the male sex mainly attributable to the fact that the figures framed in the blue-collar category (the drivers and mechanics) are exclusively men.

If we shift the focus to the clerical class, the percentage of women hired in this classification category rises to 43.5%. All employees are **covered by collective bargaining agreements**: in particular, the National Collective Bargaining Agreement for Trucking and Logistics is applied.

As of 12/31/2022, **97.8% of the company population (89 employees) held a permanent employment contract while 2.2% (2 employees) held a fixed-term employment contract. 100% of female employees hold a permanent employment contract.** The high percentage of employees employed on permanent contracts ensures workers' salary continuity and stability.

Also with reference to 12/31/2022, 86 employees (94.5% of the company population) have full-time employment contracts and 5 employees (5.5% of the company population) are employed on **part-time contracts**. With reference to part-time contracts, **it should be noted that 16.6% of women hired by Alberti and Santi have this type of contract to facilitate the reconciliation of business and private needs.**

Workers		Age less than 30 years old	Age between 30 to 50 years old	Age over 50 years old
Year 2022 (22)	Women: 0	0	0	0
	Men: 22	0	15	7
Year 2021 (19)	Women: 0	0	0	0
	Men: 19	0	14	5
Employees		Age less than 30 years old	Age between 30 to 50 years old	Age over 50 years old
Year 2022 (22)	Women: 30	16	11	3
	Men: 39	12	16	11
Year 2021 (19)	Women: 23	12	8	3
	Men: 35	12	13	10

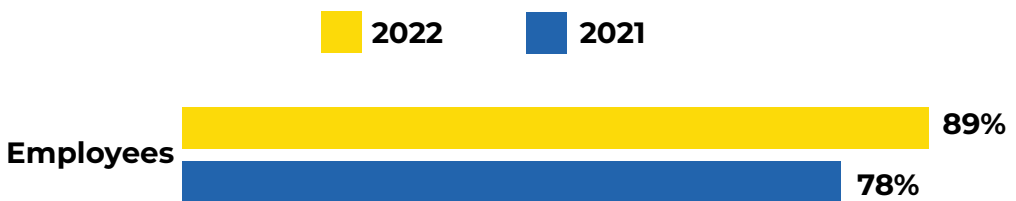
N.B. Excluded from the calculation are interns

Alberti e Santi, in order to **support equal opportunity**, also takes an active role **in monitoring and reviewing its compensation policies**.

In fact, the company is committed to offering a fair level of pay that reflects each individual's level of competence, skills and professional experience, ensuring the application of the principle of equal opportunity and avoiding the risk of discretion. The chart below illustrates the ratio of female to male salaries for employees classified as clerical in 2021 and 2022 (calculated as "men's salary: 100 = women's salary: X").

The graph below shows how, although a gap of 11% persists, the pay gap between men and women has been halved by 2022.

Average pay ratio of women to men in the white-collar category



3.4 Corporate Welfare

Alongside the protection of people's health and safety, Alberti e Santi pays special attention to the well-being of its employees: **welfare becomes a valuable tool for improving the internal climate, fostering talent retention**, as well as achieving high production quality standards.

The following summarizes all the initiatives aimed at increasing employee satisfaction and well-being such as: benefits, smart working and conventions in favor of employees.

Corporate Welfare Initiatives: Year 2022

- ▶ Agreement with Cortemaggiore canteen that provides a subsidized price for Alberti and Santi employees;
- ▶ 2,000 corporate welfare bonus, applied to the entire corporate population, through digital welfare platform;
- ▶ Company car with mixed use for commercial figures;
- ▶ Smart working: contracted for all corporate sales figures;
- ▶ Facilities and free admissions to company-sponsored events (Bascherdeis in Vernasca, Veleia Romana theater, etc.).

Corporate Welfare Initiatives: Year 2021

- ▶ 500€ corporate welfare bonus, applied to the entire corporate population, through digital welfare platform;
- ▶ Company car with mixed use for commercial figures;
- ▶ Smart working: contracted for all corporate sales figures;
- ▶ Facilities and free admissions to company-sponsored events (Bascherdeis in Vernasca, Veleia Romana theater, etc.).

In addition to the above, in 2022 Alberti e Santi has embarked on a path of dialogue with its traveling personnel and trade unions, which ended with the establishment of a second-level collective bargaining agreement that led to an improvement in the labor-economic conditions of this category of employees.

3.5 Creating a positive business climate

Alberti e Santi devotes considerable importance to the creation of a positive business climate and the satisfaction of its employees. As a company, we believe that dialogue and interaction among employees is crucial to stimulating their motivation and satisfaction, thus helping to establish lasting relationships. To this end, **we develop employee engagement strategies and initiatives to actively engage employees and promote the company culture.** Specifically in the 2021-2022 biennium, the company has implemented numerous **teambuilding initiatives**; some of them are mentioned and described below.

Teambuilding Initiatives: Year 2021 - 2022

- 2021 July - Vernasca Summer Party
- 2021 November - Treasure Hunt
- 2021 December - Teambuilding
- 2022 June - Olimpiadi Verdiane
- 2022 July - Stramlòn

2021 July - Vernasca Summer Party

In July 2021, Alberti e Santi organized a teambuilding event for its employees from its Italian and foreign offices at the beautiful setting of Vernasca (PC), in the Piacenza hills of Val d'Arda. Participants were divided into several teams that in full goliardic spirit challenged each other in fun-sport activities, from ping pong to bocce, from card games to foosball to Dart Soccer.

A common purpose of teambuilding, working together to achieve the same goal, even if as in this case informal and fun as winning playful competitions.

At the end of the first teambuilding moment, all the people from Alberti and Santi present were able to admire from the beautiful view of the Pieve di Vernasca the whole panorama of the Val d'Arda during an evocative and convivial dinner.



2022 June – Olimpiadi Verdiane

As per tradition, Alberti e Santi actively participated (in addition to being a sponsor of the event) with 2 own teams at the Olimpiadi Verdiane, an event held in Busseto (PR) from 9 to 12 June 2022.

The Verdian Olympics are a non-profit Association of Social Promotion (APS), with the aim of organizing a recreational-sports event in which many teams compete over three days in semi-sports. The spirit of the Verdian Olympics is based on pure fun and not on the search for results, with the two teams Alberti and Santi (made up of Italian and foreign employees) who have been able to live a really fun weekend in the lower Parma area.



2022 Luglio – Stramlòn

Alberti e Santi actively participated in 2022 (in addition to being a sponsor of the event) at the Fiorenzuola d'Arda's Stramlòn recreational sports event, organized on the evening of Friday, July 1, 2022 at Piazzale Darwin in Fiorenzuola d'Arda.

Competing with other teams in sports activities, the goal of teambuilding in a completely informal evening was perfectly centered for the team of Alberti e Santi.



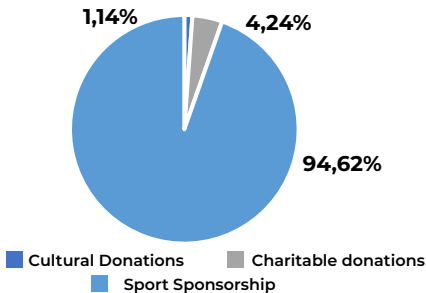
3.6 Support to local communities and territory

Alberti e Santi supports the social, cultural and economic development of the communities in which it operates. For years now, the company has been **actively supporting a number of organisations and organisations that pursue the promotion of sport, inclusion and solidarity through donations and sponsorship.** It also undertakes to evaluate, in accordance with the procedures provided internally, requests for contributions and sponsorships from bodies and associations of cultural, sporting, solidarity and social importance, in support of the local community and the territory.

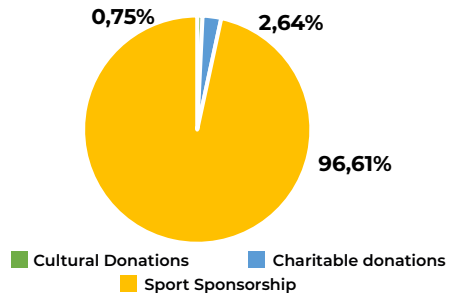
In this regard it is significant to note that in the **three years 2020-2022** the total monetary value of **donations and sponsorships** made by Alberti and Santi amounted to **701,790 Euro.**

Total monetary value of donations/sponsorships made (euro)	
Year 2022	425.890 euro
Year 2021	137.700 euro
Year 2020	138.200 euro

Distribution of Donations/Sponsorships by intervention area in 2022



Distribution of Donations/Sponsorships by area of intervention in the period 2020/2022



Fiorenzuola Bees - Alberti e Santi is the main sponsor of A.S.D. Pallacanestro Fiorenzuola 1972, the basketball team of Fiorenzuola d'Arda, who plays in "Serie B Old Wild West" at the national level, and has a strong link with the Alberti family for fifty years. Today Stefano Alberti is President and Fabio Alberti is Honorary President of the team. The social impact of the sports club is expressed in a youth sector with over 200 members and with the active presence in primary schools of different countries of the Val d'Arda through training/ sports projects and summer camps.



ITAER Association - Alberti e Santi sponsors the event Il Festival del Teatro antico di Veleia. Festival of classical theater, Greek and Latin, takes place during the summer within the area archaeology of Veleia Romana. Performances and recitals are represented enriched by readings, meetings and moments of formation. The festival is flanked by initiatives and side activities: in addition to exhibitions and musical events, are worth mentioning the "After-Festival" - a place of meetings between the public and scholars of classical theater.

"Progetti del Cuore" Association involved Alberti e Santi in a charity initiative carried out in September 2022. In particular, Alberti e Santi contributed financially to the purchase of a new vehicle, Fiat Doblò, to accompany people with disabilities. The means of transport has been donated to the Verani Lucca Foundation of Fiorenzuola that manages the elderly residence house, the mini accommodation with services, the day center for dementia and Alzheimer's.

3.7 Promoting training in logistics and transport

Alberti e Santi strongly believes in the **value of training**, not only in a logic of company training of its employees but **also with a view to the younger generations**. The world of work in the last decade has become increasingly changing and selective: in a globalized market where digital transformation is taking place, distorting many existing professions and creating new ones, it is necessary that the training offer also adapts to the context. There is therefore **a need to create an ideal bridge** between the theoretical skills learned during the school career and the practical and **operational skills, increasingly in demand in the workplace**.

Within this context, as a company operating in the logistics sector, we are convinced that ITS for the vocational training of young people can be a valid response to enhance human capital and overcome the challenges of the future. In particular, Alberti e Santi is one of the 22 members of the ITS Foundation for Sustainable Mobility and Logistics, whose main objectives are the promotion and dissemination of technical and scientific culture, starting from the integration between educational systems, training and employment.

ITS for Sustainable Mobility and Logistics is proposed as a special School of Technology, has an autonomous legal configuration in the form of the Foundation of participation, and is deputed to carry out **biennial courses post diploma of high specialization for the formation of Superior Technicians in the technological area of the logistics and the mobility of the goods for the economic development and the competitiveness of our territorial system**. In fact, Piacenza is elected center of the ITS of logistics in virtue of **the strong vocation of its territory for the road haulage and the logistics and of the high level of its formative, professional and university offer**. The ITS of Piacenza operates, in a national logic, within the programming of the training offer of the Emilia Romagna Region (Rete Politecnica).

One of the main aims of the Foundation is **the promotion and dissemination of technical and scientific culture, starting with the integration of education, training and work systems.** More specifically, the Foundation works to achieve **objectives** such as:

- to ensure **the continuous supply of post-secondary technicians** in relation to figures responding to demand from public and private labour;
- support the integration of education, training and work systems in order **to spread scientific and technical culture;**
- support measures **for innovation and technology transfer** to small and medium-sized enterprises;
- to promote **the orientation of young people** and their families towards the technical professions;
- establish close links with the inter-branch funds **for the continuing training of workers.**

In addition to his role in the ITS described above, Alberti e Santi promotes the dissemination and formation of the young generations through the following initiatives:

Dal Giocattolo alla Realtà: In the 2022 edition of 'Dal Giocattolo alla Realtà', the boys of the two Quinte Classes to address Logistic Expert of ITIS Marco-ni of Piacenza were involved in a project entitled '2050: transport from the future'. The aim of this project is to understand some peculiar aspects in the world of transport, starting from an observation of current companies and trying to make a leap into the future, when children will be adults. After the creation of 4 groups (2 per class), the boys visited the companies Alberti e Santi and F.lli Cattadori; from there the groups developed a project in which they will imagine the transport company of the future, starting from what they observed during the visits.

The papers of each project were presented at the headquarters of Alberti e Santi, and evaluated by a Technical Commission composed of:

- A representative of the Technical Institute
- The Mayor of Cortemaggiore (PC)
- A representative of the Alberti e Santi Company
- A representative of F.lli Cattadori.



“PMI Day”: Joining the "PMI Day" 2022 organized by Confindustria in which Alberti and Santi hosted at the corporate facilities a third-grade class of the secondary school of Piacenza "Italo Calvino". This initiative has the purpose of orientation and approach of children to the world of work in transport and logistics.



Work School Alternation: Alberti e Santi is committed to various Educational Institutes to promote initiatives of Work School Alternation, not only with regard to the Italian headquarters but also with regard to foreign locations.

Chapter 4

Environmental sustainability



4.1 Management and monitoring of greenhouse gas emissions

The increase in the concentration of greenhouse gases in the atmosphere is the primary factor in global warming, which is currently a serious threat to our planet.



The commitment of Alberti e Santi is based on the knowledge and monitoring of the main emissions generated by business activities in order to identify possible critical aspects and define business improvement initiatives on this issue. To this end, it should be noted that, with reference to the 2021 and 2022 years, Alberti e Santi has conducted a measurement and reporting of its corporate emissions in accordance with the **GHG Protocol** guidelines defined by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

The purpose of this report is precisely **to characterize greenhouse gas emissions (GHG) through Scope 1 and 2** of the GHG Protocol, quantifying them in terms of CO₂ equivalent.

Characterizing the emissions related to the core transport business activity and the activities carried out within the Cortemaggiore plant in the province of Piacenza, in the form of energy carriers used on site, it is intended to define the significant impacts on which to act in the future to further improve the environmental performance of the production activity. This study is part of the application of the Alberti e Santi Environmental Policy.

Greenhouse Gas Emissions Report (GHG Report): The Results

The study was based on the Greenhouse Gas Protocol, making use of the Greenhouse Gas Inventory Guidance published by the United States Environmental Protection Agency (EPA), which provide Calculation Methods for the quantification of emissions.

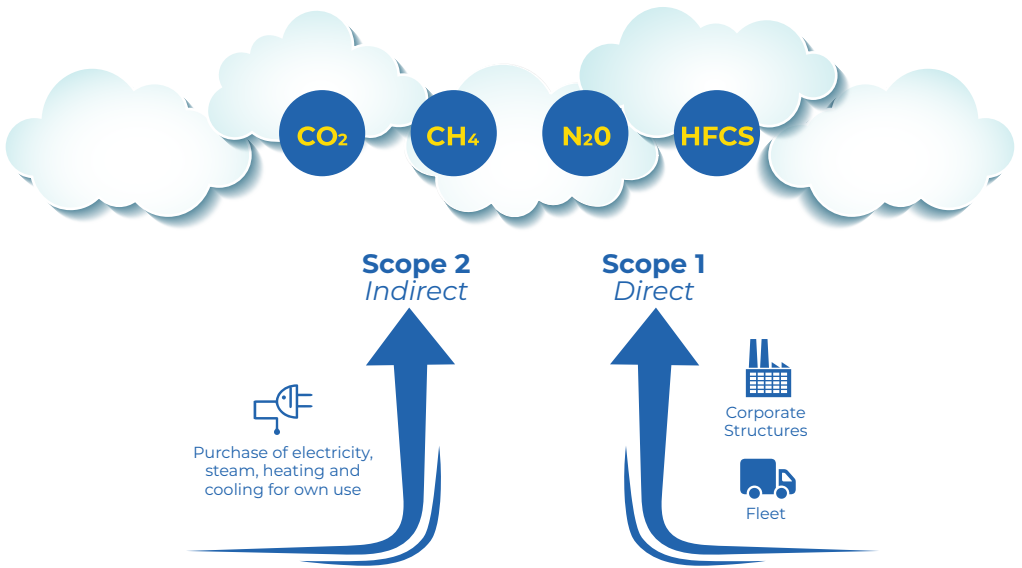
For the purpose of calculating emissions scope 1 and scope 2, the following contributions to the emissions to be attributed to Alberti e Santi were analysed:

- Natural gas
- Fuel use of heavy goods vehicles
- Control of gas leaks from existing heat pump systems in the establishment
- Refrigerant gas for indoor air conditioning passenger compartments
- Fire protection systems
- Gas consumption by welding
- Electricity
- Materials used in workshops (paints, thinners, sprays, paint cleaning of vehicles)

The Operational Perimeter	
Scope 1	Includes emissions from: <ul style="list-style-type: none">- Stationary combustion of fossil fuels (natural gas)- Mobile combustion on wheels- Refrigeration or air conditioning systems, purchased fire and industrial gas systems
Scope 2	Includes emissions from: <ul style="list-style-type: none">- Purchase of electricity

The Issues of Alberti e Santi

The emissions quantified through Scope 1 are the direct emissions of greenhouse gases (GHG), resulting from controlled sources or owned by Alberti e Santi. The emissions considered in Scope 2 are indirect greenhouse gas emissions associated with the purchase of electricity, steam, heat or cooling.



Scope 1 and Scope 2 emissions from Alberti e Santi

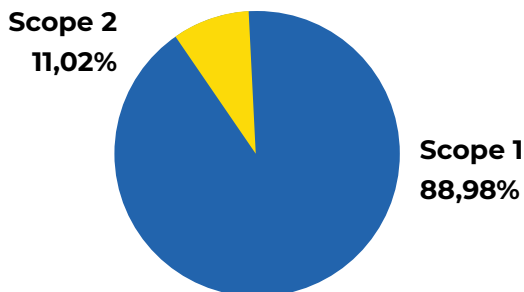
Scopes and Categories	2021		2022	
	Emissions (tCO_{2,eq})	% of total	Emissions (tCO_{2,eq})	% of total
Scope 1: Direct emissions from controlled operations				
Combustione stazionaria di gas naturale	21,52	1,64%	18,37	1,39%
Combustione mobile su ruote	1120,34	85,42%	1145,06	86,84%
Fugitive emissions from refrigeration/air conditioning systems (heat pumps)	0	0%	0	0%
Fugitive emissions from refrigeration/air conditioning systems (Mobile Air Conditioning)	6,01	12,48%	9,80	0,75%
Fugitive emissions from fire-fighting equipment	0	0%	0	0%
Fugitive emissions from purchased industrial gases	0,01	0%	0,01	0%
Scope 2: Indirect emissions of greenhouse gases from electricity, heat and steam purchased and consumed by the organisation				
Electricity consumption	163,62	12,48%	145,30	11,02%
Total Emissions Scope 1 & 2	1311,50	100%	1318,54	100%

The results of the analysis show that the greatest contribution to greenhouse gas emissions is linked to the activity of road transport, the transport business being the core business of Alberti e Santi, which operates on a large scale and internationally.

To improve this aspect, which affects more than 85% on both years considered by the analysis, we can act by improving the specific emission of vehicles, and therefore the environmental class of vehicles. In line with investment policies, Alberti e Santi foresees, in line with the trend already in place, a continuous action to modernize its fleet of vehicles with more efficient and less polluting engines. The increase in scope 1 emissions in 2022 compared to 2021 is mainly due to an increase in the company's fleet in line with business growth.

With regard to Scope 2 emissions, there was a decrease in 2022 compared to the previous year of these emissions, mainly due to energy efficiency initiatives at the company headquarters.

Distribution of emissions for the year 2022



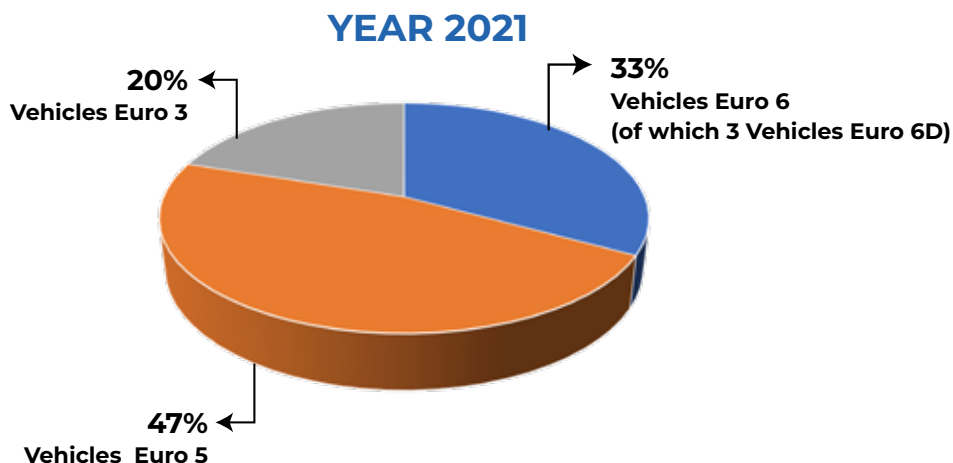
In order to constantly improve its awareness of the emissions generated by business activities, **Alberti e Santi has mobilized to implement a timely measurement of its emissions scope 3**, or other indirect emissions arising from the upstream and downstream activities of the organization including the emission sources that come mainly from the supply chain and are not under our direct control.

4.2 Sustainable transport management

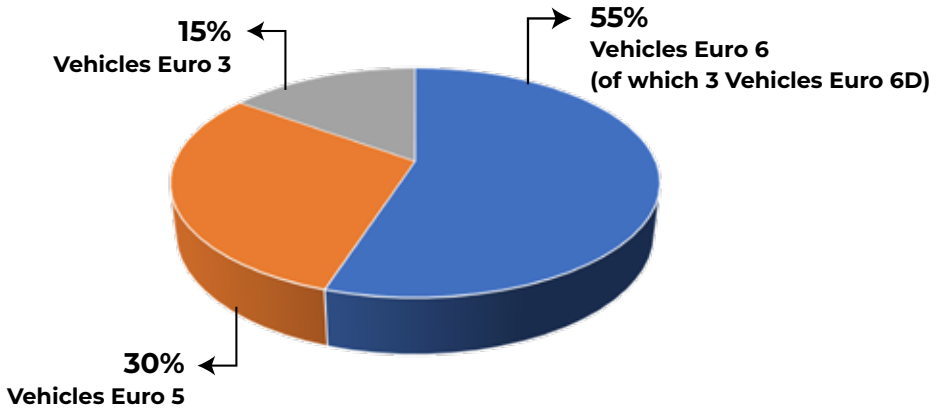
Alberti e Santi pays particular attention to the management of logistics and transport, core business activities and aspect of primary importance with regard to environmental impacts. Our goal is to minimize the environmental impact in terms of emissions and resource consumption, by, for example, optimising the routes travelled and the loads of goods, providing for **the optimization of distribution flows and committing ourselves to using the latest generation of means of transport.**

Alberti e Santi has been pursuing for several years a **program of environmental improvement aimed at the progressive replacement of the most polluting vehicles** with vehicles that meet the latest EURO construction standards.

As proof of the company's commitment to go in this direction, it is important to underline that in 2022 the Alberti e Santi fleet consists of 20 vehicles, including 3 EURO 3 vehicles, 6 EURO 5 vehicles and 11 EURO 6 vehicles. **55% of the company fleet consists of EURO 6 vehicles** (of which 3 EURO 6D vehicles and 6 EURO 6E vehicles), a percentage that has always been growing in the three-year period 2020-2022. It should in fact be stressed that compared to 2021 there has been an **increase of 25% in the weight of the Euro 6 on the total fleet of company vehicles and that 100% of the new vehicles purchased during 2022 corresponds to the class EURO 6E.**



YEAR 2022



Data on efficiency in transport

The table below shows performance **indicators for transport efficiency**. In particular, as can be seen from the table below, It is significant to note that in 2022 Alberti e Santi **improved its performance compared to 2021** with regard to the average fuel consumption per km traveled and the specific emissions parameterized to the km traveled annually. Finally, it should be noted that the percentage of EURO 6 vehicles in the total fleet has risen from 30% in 2021 to 55% in 2022.

TRANSPORT EFFICIENCY

Performance indicators on efficiency in transport	u.m.	2021	2022
Average fuel consumption per km travelled	litri/100 km	31,54	31,34
Specific emissions, parametrized to the km travelled in a year	gCO ₂ ,eq/km	1011,92	977,48
% of vehicles euro 6 of the total business vehicles	%	30%	55%

4.3 Management of energy resources

The reduction of energy consumption and the use of more efficient supply systems represent decisive challenges in compliance with the national and supranational limits of greenhouse gas emissions set by the Paris Agreement, and the **achievement of the Sustainable Development Goal 13 of the 2030 Agenda.**

Alberti e Santi is committed to making its energy consumption more and more efficient, **with energy efficiency as its primary objective.** The company constantly monitors and verifies the amount of energy consumption to ensure the maintenance of adequate levels of efficiency and identify any anomalies.

The electricity consumption of Alberti and Santi is mainly attributable to **the lighting of the company offices and warehouses and air conditioning and heating systems.** Electricity is supplied by the public distribution network.

Electricity consumption and emissions Scope 2 biennium 2021-2022

ELECTRICITY			
Electricity Consumption	u.m.	2021	2022
Total consumption of Electricity bought from the network	kWh	358.369	318.240
Calculation of purchase emissions of Electricity (Scope 2)	CO2eq (ton)	163,62	145,30

4.4 Responsible waste management

Alberti e Santi is aware of the importance of the environment as a common resource and primary asset to be safeguarded. The **waste management** implemented by the company is certainly part of this framework. While waste cannot be completely avoided, **it should be limited and, where possible, considered a resource.**

The company, once the waste is properly separated, entrusts the management (transport and disposal/recovery) to specialized and qualified suppliers and carefully checked the legislative compliance. Part of the waste generated by Alberti and Santi is recovered by the disposer.

Alberti e Santi **monitors and monitors the general trend of waste** production in order to detect any deviations that could become critical.

Waste produced in 2021-2022

Waste Generated	CER	u.m.	2021	2022
Hazardous Waste				
Spent coals	06 13 02*	Kg	-	132
Oil	13 02 05*		1.572	950
Packaging containing residues hazardous substances	15 01 10*		9	130
Oil Filters	16 01 07*		186	213
Air Filters	16 01 21*		87	50
Batteries	16 06 01*		794	702

Waste Generated	CER	u.m.	2021	2022
Non-Hazardous Waste				
Unused waste	02 03 04	Kg	-	1.780
Toner	08 03 18		39	83
Plastic packaging	15 01 02		5.940	-
Wood packaging	15 01 03		9.560	13.200
Packaging in mixed materials	15 01 06		18.180	12.280
Tyres	16 01 03		1.740	1.460
Ferrous Metal	16 01 17		5.620	4.600

Methodological Note

Following the publication of the Social Reports that Alberti e Santi has published since 2013, this document represents the first Sustainability Report aligned to the GRI Standards published by the company. The Report contains data and information on the performance and economic, environmental and social impacts inherent in Alberti e Santi. Estimates have been limited as much as possible to ensure that performance is correctly represented and that data and information are reliable.

This Report describes the activities and results of Alberti e Santi for the year ended 31/12/2022. Where available, comparative data for previous years have been reported, with the aim of presenting and comparing the performance of the company over a longer time horizon. Through the adoption of this reporting tool, Alberti e Santi intends to provide its stakeholders with a complete, clear and transparent representation of their choices, management methods, projects, performance and in a broader sense of its strategic path of corporate sustainability.

The idea now widespread, and shared by Alberti e Santi, is that companies can also engage and contribute to sustainable development, participating in this challenge and improving their performance from the point of view of sustainability. The Alberti e Santi Sustainability Report will be published annually.

This document is based on the "Global Reporting Initiative Sustainability Reporting Standards" published by the Global Reporting Initiative (GRI) in 2021. In particular, the Report refers to the selection of the GRI Standards that are indicated in the table "GRI Content Index" shown at the end of this Report.

The process of identifying and disclosing content has taken into account the principles of accuracy, balance, clarity, comparability, completeness, context of sustainability, timeliness and verifiability defined by GRI (GRI 1). In particular, the themes dealt with in this document reflect the principle of materiality. The material themes identified by Alberti and Santi for the purpose of implementing an increasingly sustainable business management are summarized in paragraph "1.2 Materiality and stakeholder analysis".

With reference to the identification and measurement of the contribution of Alberti and Santi to the achievement of the Sustainable Development Goals of the 2030 Agenda of the United Nations (Sustainable Development Goals - sdgs), specifies that the following documents/tools have been used: the SDG Compass Guideline and the SDG Action Manager Tool.

For the preparation of this document, an internal reporting process has been structured that has involved the various business functions that have contributed to the identification and evaluation of material issues and the phase of collection and analysis of data and information, with the role of verifying and validating the contents of the Financial Statements.

The Board of Directors (Board of Directors) of Alberti e Santi has reviewed and approved the contents of this Report.

For additional information on this Annual Report, please contact: marketing@albertiesanti.net

This Sustainability Report has been prepared with the technical-methodological assistance of Nexstrategy.

Indice dei contenuti GRI (GRI Content Index)

GRI Standard	DESCRIZIONE	RIFERIMENTO NEL TESTO	COMMENTI / OMISSIONI
GRI 2: INFORMAZIONI GENERALI - versione 2021			
L'organizzazione e le sue prassi di rendicontazione			
GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-1	Dettagli organizzativi	1.1 Profilo dell'Organizzazione
	GRI 2-2	Entità incluse nel Bilancio di Sostenibilità	Nota metodologica
	GRI 2-3	Periodo di rendicontazione, frequenza e canale di contatto	Nota metodologica
Attività e lavoratori			
GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-6	Attività, catena del valore e altri rapporti di business	1.1 Profilo dell'Organizzazione 2.4 Pratiche di approvvigionamento
	GRI 2-7	Dipendenti	3.3 Diversità e pari opportunità
Governance			
GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-9	Struttura e composizione della governance	1.1 Profilo dell'Organizzazione
	GRI 2-10	Nomina e selezione del massimo organo di governo	1.1 Profilo dell'organizzazione
	GRI 2-11	Presidente del massimo organo di governo	1.1 Profilo dell'organizzazione
	GRI 2-14	Ruolo del più alto organo di governo nel reporting di sostenibilità	Nota metodologica 1.2 Analisi di materialità e stakeholder
	GRI 2-16	Comunicazione delle criticità	2.2 Eticità nel business e compliance
	GRI 2-17	Conoscenze collettive del massimo organo di governo	Nota metodologica 1.2 Analisi di materialità e stakeholder
Strategia, politiche e prassi			
GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-22	Dichiarazione sulla strategia di sviluppo sostenibile	Lettera del Presidente
	GRI 2-23	Impegno in termini di policy	2.2 Eticità nel business e compliance 2.5 Implementazione di sistemi di gestione certificati
	GRI 2-24	Integrazione degli impegni in termini di policy	2.2 Eticità nel business e compliance 2.5 Implementazione di sistemi di gestione certificati

GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-25	Processi volti a rimediare impatti negativi	2.2 Eticità nel business e compliance 2.5 Implementazione di sistemi di gestione certificati
	GRI 2-26	Meccanismi per chiedere chiarimenti e sollevare preoccupazioni	2.2 Eticità nel business e compliance
	GRI 2-27	Conformità a leggi e regolamenti	Nel periodo di rendicontazione non si sono verificati casi di non conformità.
	GRI 2-28	Appartenenza ad associazioni	1.2 Analisi di materialità e stakeholder
Coinvolgimento degli stakeholder			
GRI 2: INFORMAZIONI GENERALI - versione 2021	GRI 2-29	Approccio al coinvolgimento degli stakeholder	1.2 Analisi di materialità e stakeholder
	GRI 2-30	Contratti collettivi	3.3 Diversità e pari opportunità
GRI 3: TEMI MATERIALI - versione 2021			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-1	Processo di determinazione dei temi materiali	1.2 Analisi di materialità e stakeholder
	GRI 3-2	Elenco dei temi materiali	1.2 Analisi di materialità e stakeholder
Performance economica e valore distribuito			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	2.1 Performance economica e valore distribuito
GRI 201: PERFORMANCE ECONOMICHE 2016	GRI 201-1	Valore economico diretto generato e distribuito	2.1 Performance economica e valore distribuito
Etica e integrità nella condotta aziendale			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	2.2 Eticità nel business e compliance
GRI 205: ANTICORRUZIONE 2016	GRI 205-3	Eventuali episodi di corruzione riscontrati e attività correttive implementate	Nel periodo di rendicontazione non si sono registrati episodi di corruzione né sono stati avviati procedimenti legali in tale ambito.
GRI 206: COMPORTAMENTO ANTI COMPETITIVO 2016	GRI 206-1	Azioni legali per comportamento anti-competitivo, antitrust e pratiche monopolistiche	Nel periodo di rendicontazione non si sono registrati episodi di comportamento anticoncorrenziale e violazioni delle normative antitrust e relative alle pratiche monopolistiche né sono stati avviati procedimenti legali in tale ambito.
Qualità del servizio e innovazione			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	2.3 Qualità del servizio e innovazione

Pratiche di approvvigionamento			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	2.4 Pratiche di approvvigionamento
GRI 204: PRASSI DI APPROVVIGIONAMENTO 2016	GRI 204-1	Proporzione della spesa effettuata a favore di fornitori locali	2.4 Pratiche di approvvigionamento
Implementazione di sistemi di gestione certificati			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	2.5 Implementazione di sistemi di gestione certificati
Formazione e valorizzazione del capitale umano			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.1 Formazione e valorizzazione del capitale umano
GRI 404: FORMAZIONE E ISTRUZIONE 2016	GRI 404-1	Ore medie di formazione annua per dipendente	3.1 Formazione e valorizzazione del capitale umano
	GRI 404-2	Programmi di aggiornamento delle competenze dei dipendenti	3.1 Formazione e valorizzazione del capitale umano
Salute e sicurezza sui luoghi di lavoro			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.2 Salute e sicurezza sui luoghi di lavoro
GRI 403: SALUTE E SICUREZZA SUL LAVORO 2018	GRI 403-1	Sistema di gestione della salute e sicurezza sul lavoro	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-2	Identificazione dei pericoli, valutazione dei rischi e indagini sugli incidenti	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-3	Servizi di medicina del lavoro	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-4	Partecipazione e consultazione dei lavoratori in merito a programmi di salute e sicurezza sul lavoro e relativa comunicazione	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-5	Formazione dei lavoratori sulla salute e sicurezza sul lavoro	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-9	Infortuni sul lavoro	3.2 Salute e sicurezza sui luoghi di lavoro
	GRI 403-10	Malattie professionali	3.2 Salute e sicurezza sui luoghi di lavoro
Diversità e pari opportunità			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.3 Diversità e pari opportunità
GRI 405: DIVERSITÀ E PARI OPPORTUNITÀ 2016	GRI 405-1	Diversità negli organi di governance e tra i dipendenti	1.1 Profilo dell'Organizzazione 3.3 Diversità e pari opportunità
	GRI 405-2	Rapporto della retribuzione delle donne rispetto agli uomini	3.3 Diversità e pari opportunità

Welfare aziendale			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.4 Welfare aziendale
Creazione di un clima aziendale positivo			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.5 Creazione di un clima aziendale positivo
Supporto alle comunità locali e al territorio			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.6 Supporto alle comunità locali e al territorio
Promuovere la formazione in materia di logistica e trasporti			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	3.7 Promuovere la formazione in materia di logistica e trasporti
Gestione responsabile dei rifiuti			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	4.4 Gestione responsabile dei rifiuti
GRI 306: RIFIUTI 2020	GRI 306-1	Generazione di rifiuti e impatti significativi correlati ai rifiuti	4.4 Gestione responsabile dei rifiuti
	GRI 306-2	Gestione di impatti significativi correlati ai rifiuti	4.4 Gestione responsabile dei rifiuti
	GRI 306-3	Rifiuti generati	4.4 Gestione responsabile dei rifiuti
Gestione delle risorse energetiche			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	4.3 Gestione delle risorse energetiche
GRI 302: ENERGIA 2016	GRI 302-1	Consumo di energia interno dell'organizzazione	4.3 Gestione delle risorse energetiche
Gestione sostenibile dei trasporti			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	4.3 Gestione della logistica e dei trasporti
Gestione e monitoraggio delle emissioni di gas ad effetto serra			
GRI 3: TEMI MATERIALI - versione 2021	GRI 3-3	Gestione dei temi materiali	4.1 Gestione e monitoraggio delle emissioni di gas ad effetto serra
GRI 305: EMISSIONI 2016	GRI 305-1	Emissioni di gas serra dirette (Scope 1)	4.1 Gestione e monitoraggio delle emissioni di gas ad effetto serra
	GRI 305-2	Emissioni di gas serra indirette da consumi energetici (Scope 2)	4.1 Gestione e monitoraggio delle emissioni di gas ad effetto serra
	GRI 305-4	Intensità delle emissioni di gas a effetto serra	4.2 Gestione sostenibile dei trasporti

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