

Sustainability Report

Year 2023



TORELLO

MOVING STRATEGIES

Made by



Sustainability Report

Year 2023





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Made by





Summary

Letter to Stakeholders	p. 4
Our History	p. 5
Economic and Financial Results	p. 6
Organisation Profile	p. 9
Reporting Information	p. 11
Stakeholder engagement	p. 14
Torello Trasporti Srl and the SDGs	p. 17
Environment	p. 19
People	p. 31
Network and Territory	p. 37
Business Model and Innovation	p. 45
Leadership and Governance	p. 51
Action Plan	p. 57
GRI Index	p. 60

Letter to Stakeholders

To our esteemed stakeholders,

It is with great pleasure that we present you with our second sustainability report.

This document represents an important step forward in our commitment to responsible and transparent corporate governance.

Since I founded Torello in 1975, our goal has always been to offer efficient and reliable transport and logistics services, but also to do so in a sustainable manner, respecting the environment and the people we interact with. In this report, you will find a detailed account of our environmental, social and governance (ESG) actions and achievements. We have measured our impact, identified areas for improvement and set ambitious goals for the future.

We are aware that sustainability is a complex and evolving challenge, but we firmly believe that it is a key element for the long-term success of our company and the entire industry.

We thank all our stakeholders for their continued support and encouragement. Your contribution is essential to help us achieve our sustainability goals.

We invite you all to read this report carefully and share your comments and suggestions with us.

Sincerely yours,

Nicola Torello

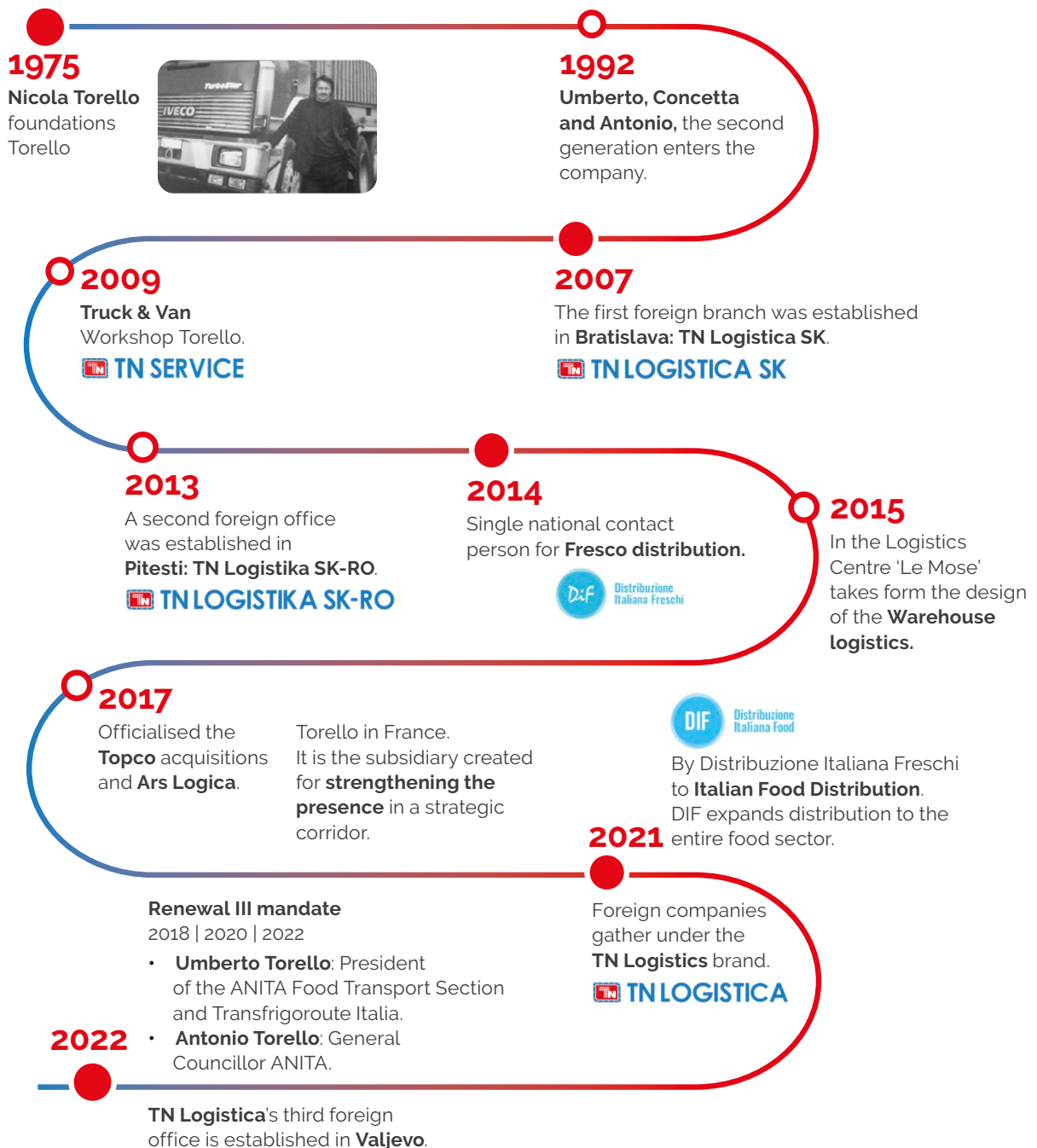


Our History

Torello, a historic business in Montoro (AV) founded in 1975, operates in the field of services for road transport, logistics and distribution with the mission of positioning itself as a link between producer and consumer. It designs customised long-term solutions to optimise the logistics supply chain.

The Torello Vision puts the values of the person at the centre. No matter what technology or new need arises in the future, it is the people who, with their values, drive the services and determine their success.

The most important moments in Torello's history from its birth to the present day are listed below:



Economic and Financial Results

GRI 201

Once again this year Torello was recognised as one of the best companies in the Logistics and Transport sector in terms of management performance and financial reliability. During the ITALA Event (Italian Terminal and Logistic Awards 2023), organised on the occasion of the 9th edition of the GIS-Italian Days of Lifting and Exceptional Transport Torello was awarded the prize for the Logistics Operator category. Awarded for their managerial qualities and strategic importance for the national economy, the reasons for the award include "The need for better mobility for society and the environment lies at the heart of the strategy of the historic Irpina-based company that has grown exponentially since 1975: the Torello Group has more than 2,300 employees, 3,300 units including semi-trailers and road tractors, and 30 territorial outposts distributed throughout Europe". The following table attempts to summarise the values for 2023 by comparing them with those of the previous year.

Entry	Year 2023	%	Year 2022	%	Variation	Variation Absolute %
Value of production	247.365.203	100,00 %	230.233.229	100,00 %	17.131.974	7,44 %
- Consumption of raw materials	57.529.822	23,26 %	53.139.497	23,08 %	4.390.325	8,26 %
- Overheads	125.117.264	50,58 %	127.141.895	55,22 %	(2.024.631)	(1,59) %
Added Value	64.718.117	26,16 %	49.951.837	21,70 %	14.766.280	29,56 %
- Other income	14.288.538	5,78 %	11.273.558	4,90 %	3.014.980	26,74 %
- Personnel costs	39.290.315	15,88 %	27.375.464	11,89 %	11.914.851	43,52 %
-Accruals						
Gross operating margin	11.139.264	4,50 %	11.302.815	4,91 %	(163.551)	(1,45) %
- Amortisation and depreciation	17.053.479	6,89 %	15.911.347	6,91 %	1.142.132	7,18 %
Core operating profit	(5.914.215)	(2,39) %	(4.608.532)	(2,00) %	(1.305.683)	(28,33) %
(Net operating margin)						
+ Other income	14.288.538	5,78 %	11.273.558	4,90 %	3.014.980	26,74 %
- Sundry operating expenses	5.124.170	2,07 %	5.267.155	2,29 %	(142.985)	(2,71) %
Income before financial management	3.250.153	1,31 %	1.397.871	0,61 %	1.852.282	132,51 %
+ Financial income	93.804	0,04 %	11.135	-	82.669	742,42 %
+ Foreign Exchange Gains and Losses	(2.605)	(47)	(2.558)	-	-	(5.442,55) %
Operating profit	3.341.352	1,35 %	1.408.959	0,61 %	1.932.393	137,15 %
(Current margin before financial expenses)						
- Financial charges	(2.405.607)	(0,97) %	(582.685)	(0,25) %	(1.822.922)	(312,85) %
Income before adjustments to financial assets and liabilities	935.745	0,38 %	826.274	0,36 %	109.471	13,25 %
+ Value Adjustments on Financial Assets and Liabilities						
+ Quota former extraordinary area						
Pre-tax income	935.745	0,38 %	826.274	0,36 %	109.471	13,25 %
Income Taxes for the Year	376.589	0,15 %	360.667	0,16 %	15.922	4,41 %
Net income	559.156	0,23 %	465.607	0,20 %	93.549	20,09 %

The closing year was characterised by consumer price growth of 5.7 per cent, compared to an increase of 3.7 per cent from 2022.

The trend-driven slowdown in inflation is mostly due to the prices of Energy and Food Goods. On the other hand, support for inflationary dynamics comes from the growth in prices of Services related to transport. This sector increase resulted in a 7% increase in turnover for Torello Trasporti srl. However, weighing on the final result this year is the rise in interest rates.

The consolidated production value increased by a further EUR 22 million, which in percentage terms translates into +8%.

The main businesses (A1) recorded the following increases:

Revenues from FTL	791.857	1%
Revenues from LTL	6.445.086	26%
Revenues from MAG	7.904.914	35%

In detail, the logistics and warehousing segment continues to improve due to the growth in the volume of goods stored. Other revenues and income grew thanks to the recovery of the Carbon Tax grant. On the cost side, costs related to real estate management, including utilities, grew, supporting the increase in logistics and warehousing turnover, while fuel costs stabilised. Leasing costs also increased, as a consequence of the fleet renewal policy.







Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Torello Trasporti is a limited liability company, with share capital of € 10,000,000 fully paid up, whose shares are divided among the shareholders respectively:

- Torello Antonio 33%;
- Torello Concetta Rosa 33%;
- Torello Umberto 34%.

The role of Sole Director is held by Torello Nicola, and that of Sole Auditor by Gallo Josè Maria. This report covers the headquarters located in Montoro (AV), Via Marconi 381, 83025.

Torello operates by providing its services throughout Europe, also thanks to the French Branch and its subsidiaries in Slovakia, Romania and Serbia. The accounting year ends on 31/12 of each year, sustainability reporting covers the same time interval, and 2023 is the second year in which the Sustainability Report is prepared.

Torello is mainly active in the field of road haulage, logistics and distribution services.



“

We must inspire concrete actions, involve everyone by working on awareness because the dimension of doing, the one that is closest to me, is worth our continuity. There is no sustainability without future generations.

Nicola Torello
Chairman Torello Trasporti Srl



Reporting Information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company will publish its **environmental and social sustainability** results in a special report, starting in 2022 and on an annual basis.

The Sustainability Report was prepared in accordance with the GRI **Sustainability Reporting Standards**, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2021, in association with the **Sustainability Accounting Standards Board (SASB)** for the definition of material topics. This report was audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000 - Revised) of the **International Auditing and Assurance Standards Board (IAASB)**.

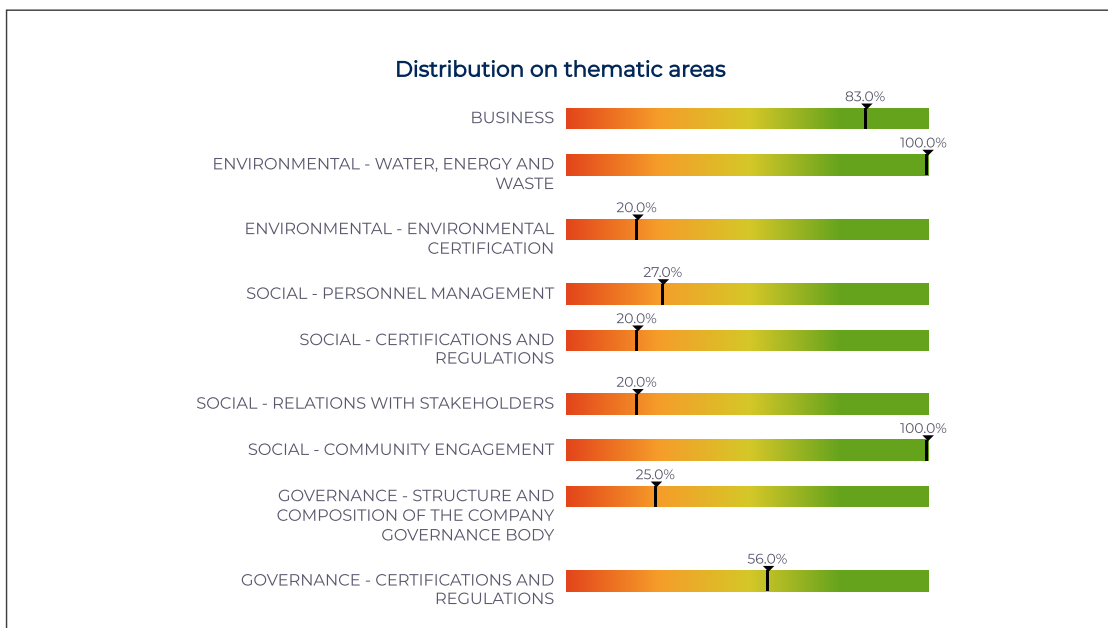
This sustainability report is prepared with reference to the GRIs by ESG-VIEW (www.esg-view.com).

- ✓ GRI Sustainability Reporting Standards
- ✓ Sustainability Accounting Standards Board (SASB)
- ✓ ISAE3000 International Auditing and Assurance Standard Board

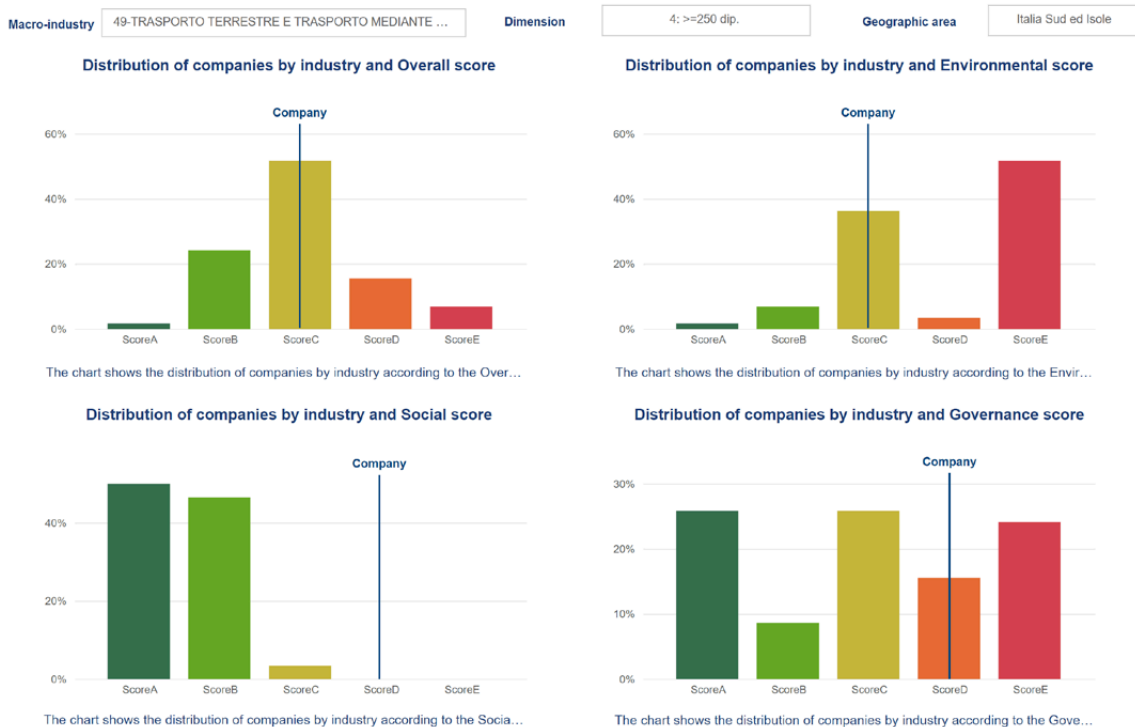
This declaration is published on the website of Torello Trasporti Srl at <https://tntorello.com/>.

You can request information at info@tntorello.com.

The **reporting** was carried out on the basis of the questionnaire administered to Torello Trasporti Srl by Synesgy and visible at the URL www.synesgy.com/it/.



Benchmark Statistics



Why was it important for Torello Trasporti Srl to complete the Synesgy questionnaire?

- ✔ It allowed the company to start a virtuous circle with its customers, suppliers and all stakeholders
- ✔ It relies on a platform that allows the validation of data already in the databases by CRIF Ratings
- ✔ It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRI-SDGs)
- ✔ It is constantly updated according to evolving reporting regulations
- ✔ You can distribute the questionnaire to your suppliers to track the Supply Chain Score
- ✔ Data are shared in real time



Stakeholder Engagement

GRI 2-29



The Goal of Stakeholder Engagement

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders that directly or indirectly relate to the company.

Thanks to the activity of listening to/confrontation with various stakeholders and local actors, it is possible to create the conditions to guide the company's sustainability strategies, defining objectives in the common interest. **Torello Trasporti Srl** has identified the stakeholders and the relative activities, defining the level of involvement in consideration of the functions and instruments of comparison and dialogue.

Torello Trasporti Srl's system of relations with its stakeholders envisages activities, tools, channels and methods of involvement that take into account the different profiles and needs of the stakeholders and the overall structure of the institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagement tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and PR	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys on environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and trade union representatives	Human Resources	Sharing values, objectives	Meetings and activities, meetings with trade union representatives scheduled	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements
Customers	Commercial area	Greater knowledge of expectations	Meetings and activities scheduled throughout the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but aimed at specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and communities	Communication and pr	Creating shared value	Various analysis and comparison activities	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On **25 September 2015**, the governments of **193 UN member states** signed the **Agenda 2030 for Sustainable Development**.

A programme of action approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), framed within a broader programme of action with a total of 169 targets or goals.

The 17 Goals commit governments and nations but also every single company. ESG principles are the declination of what companies must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening offshore subsidiaries for the purpose of avoiding taxation

Torello Trasporti SrL and the SDGs

The Synesgy questionnaire allowed Torello Trasporti SrL to map the materialities and issues in the area of sustainability, thus highlighting the most relevant facts realised in the reporting year in question and providing its stakeholders with an immediate, but above all certified - since it meets internationally recognised parameters - picture of its activities.

The path of awareness set in motion led to the highlighting of a virtuous path by the Company and witnessed by the concordance of its actions with 7 of the 17 SDGs (Sustainable Development Goals) recognised by the United Nations.



3 – HEALTH AND WELL-BEING

Ensuring health and well-being for all.



7 – CLEAN AND AFFORDABLE ENERGY

Integrate low-impact solutions into your production cycle by using sustainable energy sources.



8 – DECENT WORK AND ECONOMIC GROWTH

Promote full and productive employment, decent working conditions and sustained economic growth.



9 – BUSINESS, INNOVATION AND INFRASTRUCTURE

Resilient infrastructure, sustainable industrialisation and innovation.



11 – SUSTAINABLE CITIES AND COMMUNITIES

Making cities and human settlements inclusive, safe, durable and sustainable.



12 – RESPONSIBLE CONSUMPTION AND PRODUCTION

Ensuring sustainable patterns of production and consumption.



13 – COMBATING CLIMATE CHANGE

Promoting actions, at all levels, to combat climate change.

The tracking of issues thanks to Synesgy and the 26 materialities, which can be traced back to the ESG areas, on the basis of this emergence, started a real path of awareness involving, through several communication channels, all stakeholders.





Environment



Management of environmental impacts

GRI 2-25 • GRI 3-3 • GRI 201-4 • GRI 307

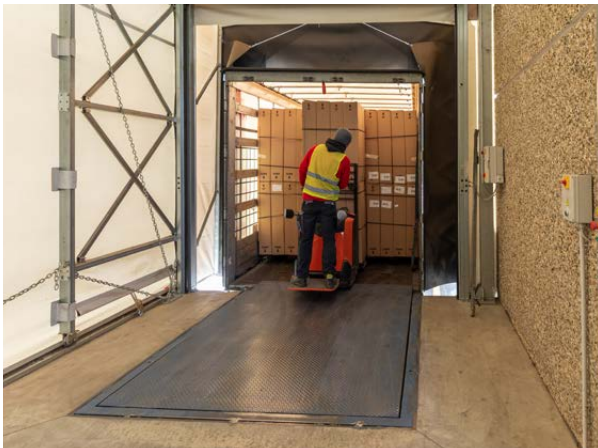
Organisations may be involved in impacts either through their own activities or because of their business relationships with other entities. It is therefore crucial for the company to identify the impacts it causes, but also those that it contributes to causing and that are directly related to its activities, products or services through a business relationship. In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company monitors its environmental sustainability performance with quantitative indicators. The company has nationally or internationally recognised third-party environmental certifications and complies with the regulatory requirements of the most common environmental impact assessment tools.

Torello Trasporti Srl uses innovative machinery that is efficient in energy consumption and emissions such as, for example, equipment with energy efficiency certification or latest generation machinery (purchased less than five years ago).



The company had access to European funds for the purchase/implementation of innovative fuel-efficient and emission-efficient machinery.



Torello Trasporti Srl has plans to increase the efficiency of its vehicle loads. In fact, it has developed its own algorithm in Visual Basic that allows loads to be optimised in order to balance weight and optimise the space of semi-trailers, in order to consume as little diesel as possible and thus reduce harmful emissions.

Torello pays great attention to the choice and testing of what could be the fuels of the future and to the renewal of the vehicle fleet, aware of the importance of connecting these two aspects. The input in this case comes from the EU, which in the climate and energy packages 2020 and 2023, has committed to reducing greenhouse gas emissions by 20% by 2020 and 40% by 2030. The EU has also committed to a share of renewable energy sources of 20 per cent by 2020 and at least 27 per cent by 2030. By 2050, renewable shares could reach 40-60%. For these reasons, recent years have seen a development of alternative fuels, obtained from non-fossil sources, which can reduce polluting emissions. In 2022, two types of fuels, LNG (Liquid Natural Gas) and HVO (Hydrotreated Vegetable Oil), were considered for sustainability.

In addition, **Torello** has an Environmental Emergency Service, H24, provided by the company Pragmatica Ambientale Srl., to be activated in the event that a vehicle is involved in an accidental event that could potentially cause damage to the environment. The company Pragmatica provides a company emergency operations centre, via telephone call, whenever it is deemed necessary to receive specialist, technical and operational support. A behavioural procedure is also defined in the event of accidents with potential environmental damage.

Energy

GRI 3-3 · GRI 302-1 · GRI 302-4

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, with a view to an ever-improving strategy for its efficiency.

The company has an electricity consumption, in owned and rented premises, of 4.515 kWh.

The company has photovoltaic energy production plants. The Faenza branch has carried out energy efficiency upgrades through relamping initiatives over the past five years, particularly in 2022.

The value of the energy efficiency measures amounted to € 100,000. The company estimated a 70% reduction in consumption compared to the year before the efficiency measures.

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functions) by recording energy consumption.

The company has energy supply agreements that provide for an energy mix with less environmental impact (e.g. energy from renewable sources).

The company has a medium- to long-term plan to reduce its energy consumption. In particular, the strategy is based on monitoring routes, drivers' driving styles and the condition of the vehicles, in order to reduce diesel consumption and thus CO₂ production.

Water and waste water

GRI 303-5

The **sustainable management of water resources** is of paramount importance for the organisation's impact on the environment, considered as a shared asset to be preserved.

Working with stakeholders in this context is essential for the organisation to manage water resources **sustainably as a shared good** and to take into account the needs of other river basin users.

Together with stakeholders, the organisation can define **collective goals for water use**, increased investment in infrastructure, policy promotion, capacity building and awareness-raising.

It is therefore important, in this context, to involve one's stakeholders, starting with those internal and closest to the company - employees, non-employee workers, consultants, suppliers, first and foremost - **in order to share best practices** in terms of rationalising water resources and making better use and exploitation of them.

The water consumed in one year by all company locations is 6.000 m³.

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functions) by recording the amount of water consumed and/or reused.

Emissions

GRI 305-1 • GRI 305-2 • GRI 305-3 • GRI 305-5

Direct or indirect GHG emissions and other ozone depleting gases and their monitoring, as well as actions aimed at their reduction, confirm the organisation's attitude **towards reducing its productive impact on the ecosystem**. Also influencing the level of direct emissions are **energy sources owned or controlled by the organisation**, such as electricity generation, heating, cooling and steam, as a result of the combustion of energy sources.

Hence the importance of **the company's monitoring of emissions**, but also, and above all, its contribution to the increasing efficiency of energy resources conditioning the levels of emissions into the air.

The company measures its air pollution emissions.

Total SCOPE 1 greenhouse gas emissions (direct emissions) are **113860.32 tCO₂ eq.**

Total SCOPE 2 greenhouse gas emissions (indirect emissions, from electricity generation/purchase) are **1530.59 tCO₂eq.**

Total SCOPE 3 greenhouse gas emissions (indirect emissions related to the value chain) are **11656.8 tCO₂eq.**

The company measures the carbon footprint of its services and summarises the evidence through the following table:

Service	Value (tCO ₂ eq)
Long-haul transport (FTL)	112.637
Last-mile distribution (Groupage)	485

The company's vehicles are:

- ✔ 20 CNG vehicles;
- ✔ 1686 Diesel vehicles.

How fleet management has evolved in recent years:

YEAR	VEHICLES (% fleet emissions (kg/km))									
	≤ EURO 4		≤ EURO 5		≤ EURO 6		Kg CO ₂ Total issued	Average (kg/km)	% Savings over time (kg/km)	
2017	4,56%	0,917	36,90%	0,862	58,48%	0,834	n/a	0,871		
2018	4,24%	0,903	30,17%	0,857	65,59%	0,818	94.590.702	0,859	Δ % (2017 VS 2018)	-1,38%
2019	1,52%	0,9	25,70%	0,855	72,78%	0,78	91.031.052	0,845	Δ % (2018 VS 2019)	-1,63%
2020	0,79%	0,882	22,70%	0,836	76,52%	0,77	91.110.362	0,829	Δ % (2019 VS 2020)	-1,89%
2021	0,00%	0,00%	14,00%	0,849	86%	0,782	93.301.616	0,815	Δ % (2020 VS 2021)	-1,69%
2022	0,00%	0,00%	14,00%	0,845	86%	0,737	93.090.685	0,791	Δ % (2021 VS 2022)	-2,94%
2023	0,00%	0,00%	7,5%	0,850	92,5%	0,750	99.798.863	0,848	Δ % (2022 VS 2023)	-2,34%

-24.500 kg ton CO₂eq since January 2012

Twenty CNG-powered and twenty diesel-powered vehicles mark the addition of 40 IVECO S-WAYS to the fleet. The 40 IVECO S-WAYS are all equipped with the most advanced fuel-saving systems such as predictive GPS, intelligent auxiliary systems and Smart EGR system. The aerodynamically optimised cab design further reduces fuel consumption by up to 4%.

Torello with a systematic and organised vision provides for the renewal of the vehicle fleet every year, bringing improvements in terms of fuel consumption, CO₂ reduction and greater efficiency in terms of safety.

In particular, in addition to the purchase of the latest generation of refrigerated and tarpaulin tractors and semi-trailers, Torello purchased 20 LNG (Liquefied natural gas) road tractors. With the knowledge that LNG-powered trucks are not inferior to diesel trucks in terms of power, payload and versatility, and are considerably quieter. The CO₂ emissions of a gas-powered truck are 35 per cent lower than those of a diesel-powered truck in the same category. The greenhouse emission savings are enormous with LNG. The combustion of liquefied CNG through cooling is significantly cleaner and generates 15% less CO₂, 35% less nitrogen oxides and even 95% less particulate matter than diesel.

The company's focus on traffic management in the direction of so-called intermodal transport continues. Intermodal transport consists of the combination of different modes of transport, such as ship, train, truck and air, in a single integrated logistics chain. In this system, the different modes of transport are interconnected through transit platforms, such as ports, railway stations and airports, which make it possible for this combination to reach the loading and unloading points of the various customers just as quickly. Also with a view to improved energy efficiency and the mirror-image reduction of costs, Torello in 2022 has further increased combined transport, focusing on a type of transport in addition to 'classic' transport, the so-called unaccompanied combined transport (UCT).

With Tcna, the loading unit reaches the transshipment terminal by road or ship and is loaded onto the train. On the journey, which is by rail and generally on long international routes, only the loading unit, i.e. the container, semi-trailer or swap body, is transported, while the driver and tractor remain at the terminal. At the destination terminal, another truck picks up the consignment and takes care of the transport to the final destination.

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functionalities) through the recording of climate altering gas emissions produced.

The company has taken steps to diversify its offer to lower its pollution level: it has innovated its vehicle fleet with electric and state-of-the-art vehicles.

The company has chosen strategic junction points for its activities to ensure that as little distance as possible is travelled. In particular, warehouses and company car parks are strategically located according to various characteristics: proximity to loading locations, proximity to destination locations, proximity to intermodal hubs, and the presence of freight villages.

Waste

GRI 306-1 • GRI 306-2

In the context of the GRI Standards, the environmental dimension of sustainability concerns the **impacts of an organisation on living and non-living natural systems**, including soil, air, water and ecosystems. This includes **the issue of waste**, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain.

Waste, therefore, can have **significant negative impacts on the environment and human health** if poorly managed.

The total waste produced during the last year by the company amounted to 900 tonnes. The company at its sites carries out separate waste collection of:

- ✔ paper,
- ✔ plastic,
- ✔ computer equipment,
- ✔ wood,
- ✔ glass,
- ✔ organic residue.





FOCUS Fuels with less environmental impact

Another small step towards sustainable mobility was taken on 28 July 2023 in Piacenza with the presentation of a commercial agreement with Q8 Quaser. The agreement in question envisages the refuelling of the Torello fleet with the innovative Q8 HVO+ product, a biofuel produced from renewable raw materials with an exclusive formula. The base product for the formulation of Q8 HVO+ is HVO (Hydrotreated Vegetable Oil), a biogenic and renewable biofuel, in line with the principles of the circular economy as it is produced through the hydrogenation of fats of vegetable or animal origin, and/or waste, residues and refuse. Q8's exclusive formulation combines HVO with specific latest-generation detergent products, which further enhance the reduction of emissions while preserving the proper functioning of the engine over time. Compared to a conventional diesel, Q8 HVO+ allows a significant reduction in CO₂ emissions calculated over the product's entire lifecycle, achieving up to a 90% reduction in emissions.

The new product is compatible with the majority of newer diesel engines, as it is absolutely comparable to traditional diesel fuel.

Research, innovation and a lower environmental impact of the energy product mix are the drivers that will support the decarbonisation of transport in the coming years. For Torello, Q8 Quaser is one of the ideal partners to tackle the new paradigm of sustainable mobility.

In this regard, the company has achieved significant goals, such as:

- 1) Following an integrated approach, adopting innovative technologies, collaborating between the various actors in the supply chain and investing on a long-term vision to build a truly sustainable logistics system.**
- 2) Investing on the ground with trusted partnerships by reducing greenhouse gas emissions and moving towards energy efficiency.**

Project SDGs

The Project is in line with 6 of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.





SASB and GRI Standards

Environmental impacts, as defined by the Taxonomy Regulation, indicate the environmental sustainability of investments. SASB materialities allow the ESG impacts of activities to be identified, managed and reported.

The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (formerly Taxonomy Reg.)
1) Climate change mitigation
3) Adaptation to climate change
5) Pollution prevention and reduction

 SASB project materiality	
Greenhouse gas emissions	305-2, 305-5
Business model resilience	2-25, 307, 419
Professional Ethics	2-25, 307



FOCUS

100 new vehicles for an increasingly green fleet

Torello's sustainable commitment continues, investing in 100 new green vehicles from Scania Italia in mid-2023.

Specifically, the new Scania vehicles joining the fleet are 70 Super, with 6-cylinder engines that reduce fuel consumption by 8 per cent, increasing vehicle efficiency, and 30 V8s, which allow high fuel savings of up to 6 per cent: "One of the values of our organisation is the care with which we select partners who, like us, are sensitive to the issue of sustainability. We are very happy to be able, together, to achieve ambitious goals in reducing our environmental impact," explains Antonio Torello.

The vehicles are added to the 97% of the fleet, which numbers around 3,300 units, including semi-trailers and road tractors, made up of Euro VI vehicles, according to the most recent evolution of the European standards that regulate pollutant emissions. In January, 40 new natural gas-powered vehicles were also added to the fleet.

In this regard, the company has achieved significant goals, such as:

- 1) Supporting new ways of reducing one's environmental impact.**
- 2) Investing in the territory with trusted partnerships and sustainable investments.**

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SASB and GRI Standards

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SASB project materiality	GRI
Greenhouse gas emissions	305-2, 305-5
Business model resilience	2-25, 307, 419
Professional Ethics	2-25, 307





People



Employment

GRI 2-7 • GRI 2-30 • GRI 3-3 • GRI 401 • GRI 403-1 • GRI 403-2 • GRI 403-9
 GRI 405-1 • GRI 405-2 • GRI 408-1 • GRI 409-1 • GRI 412-1

Fundamental is to understand the **organisation's approach** to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The **stability of its workforce** from a contractual point of view, linked to internal welfare policies, is a fundamental element for the organisation **to guarantee high productivity performance**. A suitable working environment, which promotes social inclusion and work-life balance for employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves the company's performance and strengthens the organisation's ability to adapt to extraordinary events.

Number of employees (including internships and traineeships) by professional category women:

Middle-managers	1
Employees	207
Workers	10
Internships/Traineeships	15

Number of employees (including internships and traineeships) by professional category men:

Middle-managers	5
Employees	241
Workers	528
Internships/Traineeships	18

The percentage difference in annual basic salary per most represented occupational category between men and women is 25 %.

Average annual remuneration by gender and by most represented professional category:

Women	25074
Men	33446

The average age of employees is between 30 and 50.

The percentage of total employees with fixed-term contracts is 22 %. The percentage of total employees with part-time contracts is 8 %.

The percentage of internships/traineeships activated in the last year out of the total number of employees is 3 %. Of the total number of employees, the company hired 2 % belonging to the protected categories ex 68/99 or disadvantaged persons ex L.381/91.

Accidents in the current year are greater than or equal to 10. The same value was found last year and two years ago.

The total number of days lost in the current year due to accidents resulting in temporary incapacity for work was 50 or more. The same value was found last year and two years ago.

The total average number of hours worked during the last was 1,225,196. Over the last year, the company created 148 new jobs.

The company applies the CCNL Transport and Logistics.



148
New jobs created

The company, on the subject of welfare, makes hourly flexibility/smart working available to its staff.

The company has internal policies on the management of human rights, child, forced or compulsory labour.

The company applies additional internal policies and/or procedures, supplementing the standard Protocols, to ensure the occupational health and safety of its employees:

- ✓ defining rules for the division of work phases in order to reduce interference risks.
- ✓ monitoring performance with control and audit activities.
- ✓ investing in staff training and awareness-raising.

Training

GRI 401-1 • GRI 403-5 • GRI 404-1

The development and **maintenance of professional skills and competencies** are conditions that enable companies to pursue their **strategic objectives** of creating value for the organisation.

The number of hours spent on training courses during the last year was **210**.

During the year, the main topics of the training provided included:

- ✔ the topic of privacy (ex-Gdpr);
- ✔ the subject of health and safety at work;
- ✔ the topic of Quality, Certification, BIO, Food Safety.









Network and Territory



Local communities

GRI 203-1

The integration of the company with the local community, through the implementation of interventions that literally open the doors of the production reality to the residents, is certainly a strong and progressively developing point to limit/improve the impacts that the company has on the surrounding territory. It becomes fundamental, in fact, from the point of view of creating shared value, the relationship that the company establishes with the territory in which its headquarters and sphere of operations are located, in order to implement that exchange of expectations, experiences, and suggestions that invariably influence the growth strategies of the company itself and reduce/improve its impact on the community. The relationship that the company establishes with local communities is therefore important, so that the community does not have to be subjected to the company's operations, but becomes a real player with a strong ability to influence operational and development choices.

Torello recognises that its operations have a significant impact on people, from employees and drivers, to customers and supply chain partners, to the local communities in which it operates.

In addition to carrying out projects in schools, Torello supports and raises awareness of sustainability issues in the community.

In January 2023, Torello donated a load of sanitiser products to the Civil Defence in Ravenna: 55,872 80ml vials and 142,500 50ml tubes, worth over €100,000. Deco Industrie produced them in its Imola plant (Packaging Imolese), Unilever commissioned and donated them to the Civil Defence, and Torello distributed them.

The products will be destined for the Ravenna Prison, some accommodation homes in the city, and some will travel to Ukraine.

To maximise collaborations, it is enough to do what you know how to do. When we say participate according to one's possibilities, we are not referring to grand gestures but to gestures of solidarity.



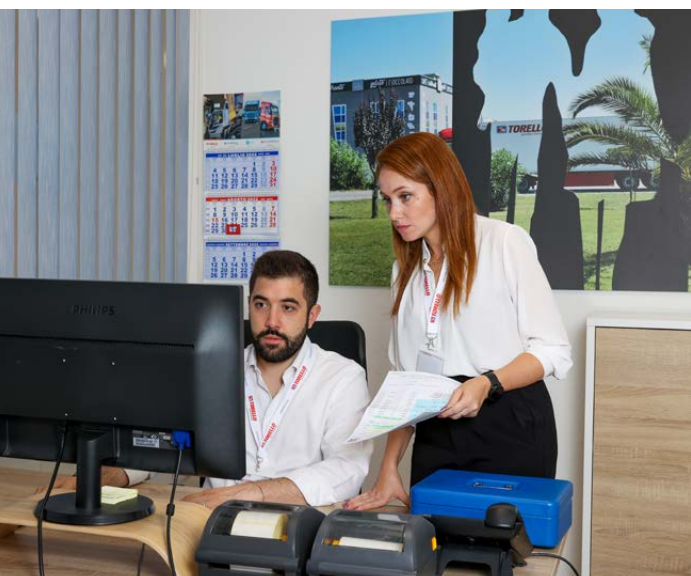
Customer relations

GRI 416-1 · GRI 418

When it comes to customer relations, it is of great importance how the company considers the health and safety impacts of its customers, starting with the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and eventual subsequent certification.

The same impact is to be sought in the realisation phases, hence manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service. In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a privacy and data security policy.



The company updates and revises its web platforms to make navigation more efficient and lighter so as not to burden the servers and to facilitate user access to the page.

Infrastructure investments and funded services

GRI 203-1

The economic dimension of sustainability concerns the impacts of an organisation on the economic conditions of its stakeholders. It also concerns the impacts of an organisation on local, national and global economic systems.

Economic impact can be defined as a change in the productive potential of the economy, which has an influence on the well-being of a community or stakeholders, as well as on long-term development prospects.

When we speak of indirect economic impacts, we refer to the consequences of financial transactions and the flow of money between an organisation and its stakeholders and are particularly important when assessed in relation to the improvement of stakeholder conditions, not only directly related to the company's own activities, but connected to the further impacts these may have.

The investments made by the company respond to national and international sustainable development objectives. Investment, innovation, technology development and the pursuit of quality are key elements of economic strategies, as they create a real multiplier effect that benefits a wide range of stakeholders.

Donations/sponsorships/liberations were made to benefit the community in the area in which it operates.

Donations/investments implemented in favour of the community over the past year amount to €8,754.





FOCUS

Positive Impact Cities: Torello and the sustainable contribution for San Giovanni Lupatoto

Torello Trasporti is among the supporting companies of 'Positive Impact Cities', the PMG Italia Società Benefit project dedicated to the themes of sustainability, environment and education of new generations in the principles of common good, social equity and responsibility.

Positive Impact Cities was created to support socially useful services by enabling municipalities, associations and companies to work together with a common goal: the improvement of the lives of all citizens, especially the most fragile ones.

In San Giovanni Lupatoto, in the province of Verona, one of the areas in which Torello Trasporti operates, the PMG Italia Società Benefit project was born thanks to a good collaboration between the municipality, citizens and entrepreneurs in the area. Torello Trasporti did not miss this opportunity, trying to give continuity to Umberto Torello's words - 'We must place ourselves on a qualitatively more ambitious level. The crucial point is moral and corporate responsibility' - because as a group we invest in projects that support local development.

Sustainability, dialogue, territory feed a circularity that is good for everyone. But above all it is good for the new generations: they will be the first citizens of the Positive Impact City, so we have a duty to make every place more comfortable and inclusive for all.

In this respect, the company has achieved significant goals, such as:

- 1) Expressing one's attention to the issue of corporate social sustainability**
- 2) Collaborate with other production/operational entities in the area, emphasising ethicality as a core value of their business**

Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.



SASB and GRI Standards

SASB materiality allows for the identification, management and reporting of ESG impacts of activities. The GRI Standard provides the parameters for reporting these impacts.

 SASB project materiality	
Business model resilience	2-25, 307, 419
Professional Ethics	2-25, 307



 **TORELLO**
MOVING STRATEGIES

24

23

22

21

20

19





DIF Distribuzione Italiana Food **HUB PIACENZA**

18

17

16

15

14

13



Business Model and Innovation



Suppliers and procurement practices

GRI 2-27 • GRI 203-1 • GRI 204 • GRI 413-1 • GRI 419-1

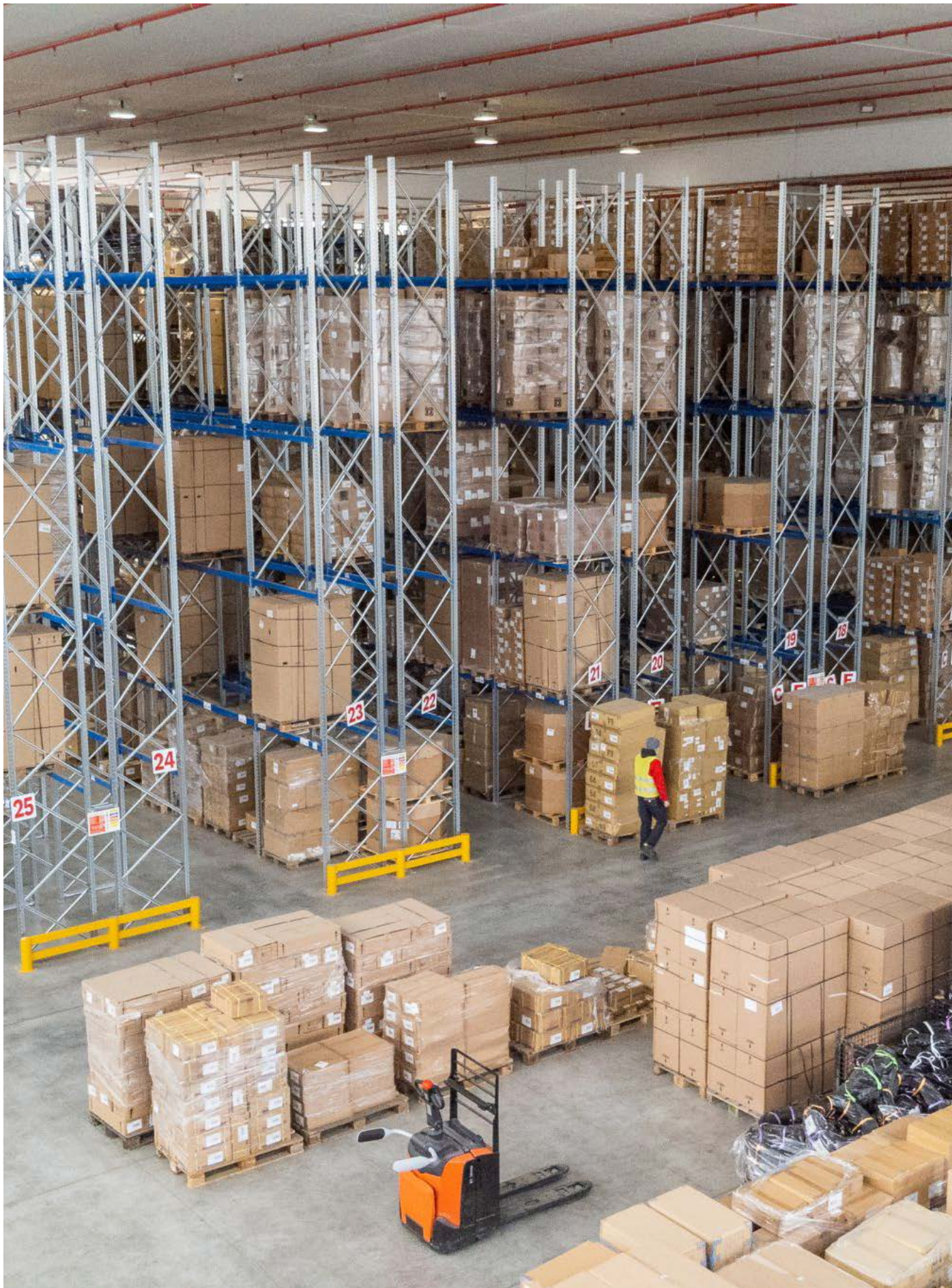
Within the framework of the organisation's relations with its suppliers, an extremely important chapter concerns their environmental assessment, meaning the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess compliant supplier behaviour in terms of social, economic and environmental impacts as these impacts are directly and indirectly reflected on the company's own value chain. Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

The company certifies its quality management system, having obtained ISO 9001 certification.



As part of its activities, Torello Trasporti Srl uses systems and/or applications for traceability. The company invests in research and development with a focus on sustainability.





FOCUS INNOVATION in refrigeration systems

TrailerCOLD Blue is designed to intelligently monitor connected refrigeration systems wherever they are, providing essential information about the products being transported and the vehicles transporting them. The application meets the needs of manufacturers, drivers, transport contractors and retailers.

TrailerCOLD allows complete control over all on-board sensors:

- Temperature inside the cargo area
- Fridge unit data
- Hatch status
- EBS control unit data
- TPMS data

It provides specific services for monitoring the cold chain. It allows knowledge of the hours the refrigeration module was switched on, the litres of fuel consumed and the level of diesel in the refrigeration tank. In addition, it detects hatch opening alarms, off-route and set point exceedances, also allowing the display of alarm history.

TrailerCOLD also allows the GPS localisation of trailers on map maps and, above all, tracking their progress. Satellite tracking makes it possible to view the route taken through the position history and warns in real time in the event of deviation from the planned route. It allows targets to be configured and an automatic message to be sent to all when the vehicle enters a risk area, such as tunnels, speed cameras, etc.

The device is able to read all the data related to the sensors for monitoring the Cold Chain and allows you to view and print all the data monitored and stored by the system for faster and more efficient consultation. TrailerCOLD makes it possible to analyse and measure temperature data quickly and easily in real time and, thanks to the combination with GPS localisation, it allows you not only to monitor temperature variations in refrigerated trailers, but also where these variations have occurred. With TrailerCOLD, in essence, you have a general and complete control of all refrigeration unit data.

In this regard, the company has achieved significant goals, such as:

- 1) Constantly investing in Research and Innovation to improve their skills in logistics.
- 2) Use state-of-the-art tools to achieve reduced consumption and greater efficiency in emission control and operational management.

Project SDGs

The Project is in line with four of the 17 Sustainable Development Goals (SDGs) recognised by the United Nations under Agenda 2030.





SASB and GRI Standards

Environmental impacts, as defined by the Taxonomy Regulation, indicate the environmental sustainability of investments. SASB materialities allow the ESG impacts of activities to be identified, managed and reported.

The GRI Standard provides the parameters for reporting these impacts.

Environmental Objectives (formerly Taxonomy Reg.)
1) Climate change mitigation
3) Adaptation to climate change
5) Pollution prevention and reduction

 SASB project materiality	 GRI
Greenhouse gas emissions	305-2, 305-5
Business model resilience	2-25, 307, 419
Professional Ethics	2-25, 307





Leadership and Governance



Governance

GRI 2-9 · GRI 2-28

The organisation's **governance structure**, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is **integrated into the organisation's strategy and operations**, and how well the company itself is 'equipped' to oversee the management of impacts.

The corporate governance body is represented by a sole director.

The presence of women on the governing body is less than 33%.

The average age of the governing body is over 50.

The company is a member of trade associations: Anita, ALIS (Sustainable Intermodal Logistics Association), ABIE, Transfrigoroute International, IRU (International Roadtransport Union), Tradizione Italiana (Italian Food Tradition), Freight Leaders Council, Confindustria Avellino, Confapi Piacenza.



For the ninth consecutive year, Torello Trasporti is ranked among the top 1,000 companies in the ranking that examines the Italian logistics service provider landscape.



Professional Ethics

GRI 2-22 · GRI 2-23 · GRI 2-25 · GRI 2-28

The organisation's commitments must be aimed at **responsible business conduct**, including a commitment to **respect human rights**. These commitments constitute the company's values, principles and standards of behaviour and the mission embedded within its business objectives. The human rights enshrined in national and international standards, coupled with the **organisation's actions to prevent or mitigate potential negative impacts** for each material issue are the grid through which the company's activities must pass, considering political commitment as an integral part of corporate strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company considers social and environmental impacts among the company's risk factors and manages regulatory risks.

The company implements sustainability initiatives and/or has a formalised sustainability mission and/or strategy to manage the economic, social and environmental impacts of its activities. In particular, the company's mission takes into account environmental and social factors that are also considered in the long-term strategy.

The company participates in trade associations that also deal with sustainability aspects (e.g. through interventions or training courses).

On 30 May 2023 in the Sala Rossa of Bologna's Palazzo Malvezzi, Torello Trasporti signed the Metropolitan Charter for Ethical Logistics at an event involving several companies of the Bologna Freight Village:

https://www.cittametropolitana.bo.it/impres/Engine/RAServeFile.php/f/documenti/CartaLogistica_no_crocini_esec_%283%29.pdf.

Interporto Bologna employs 6,000 people in 130 companies, sees the passage of 980,000 trucks and 5,000 trains, representing a great source of productivity for the city. But the Metropolitan Charter for Ethical Logistics goes further: it goes beyond productivity to derive a healthy development model that tends towards the wellbeing of the community, the sustainable development of the territory and the environment because it is based on principles and values to which the logistics companies have decided to adhere.

The Charter's commitments cover the topics of safety at work, preventive and continuous training, social cohesion and territorial integration, innovation, digitalisation, and environmental sustainability.

Torello will do its utmost to boost the supply chain and implement the contents of the Charter, monitoring and communicating its improvements year after year.



Regulatory Compliance

GRI 2-22 • GRI 2-23 • GRI 2-24 • GRI 2-25 • GRI 2-27 • GRI 3-2 • GRI 307 • GRI 419

The compliance of an organisation indicates the ability of its governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

The company will publish its environmental and social sustainability results in a special report, starting in 2022.

The company has nationally or internationally recognised third-party certifications for:

- ✔ GLAP process patent;
- ✔ Ecovadis;
- ✔ Supplier certifications for use of alternative fuels.

The Green Logistic Automation Platform (GLAP) is a process patent recognised in 2020, the result of a Research & Development project started in 2016. GLAP concerns the efficiency enhancement of goods logistics management with the aim of enhancing the quality of services from a green perspective. With the support of technology, GLAP aims to monitor and reduce harmful emissions, automate logistical steps, reduce costs with regard to warehousing, transport and personnel, optimise routes/travel, and simplify reporting on safety, traceability and compliance. GLAP brings technology and people together, from order acquisition to post-service analysis. It is based on the principles of Industry 4.0 and utilises processes such as IoT, predictive analytics, real time traceability that enable the transformation of data into business decision support information.



The company has internal controls, in particular an Internal Audit Function.

There is a code of ethics that also deals with sustainability issues (including governance, social and environmental aspects).

The company announced this on its website at: <https://tntorello.com/wp-content/uploads/2023/01/PA-01-Codice-Etico-Aziendale-Rev.0-1.pdf> .

The company follows international standards for its activities, in particular ISO 9001:2015, IFS Logistics.





Action Plan

Actions recommended by Synesgy



Business and corporate governance

- Consider social and environmental impacts as part of business risk factors in addition to those regulated by law.
- Adopt one or more management systems on areas central to the business (environment, energy, occupational health and safety, anti-bribery, supplier relationship management) in order to better manage the company's processes and activities.
- Increase the presence of women in corporate governance bodies.
- Implement an energy management system.



Water, energy and waste

- Choose electricity suppliers that produce predominantly from renewable sources.
- Consider acquiring facilities for the production of energy from renewable sources.
- Offer their employees incentives (e.g. season tickets/conventions) to encourage the use of public transport or eco-friendly vehicles to get to work.
- Evaluate the possibility of starting a CO₂ offset programme in which users can take part by paying an additional fee when purchasing the service.

Environmental Certifications

- Adopt ISO 14001 certification on environmental management.
- Adopt ISO 50001 certification on energy management systems.
- Adopt environmental impact assessment tools, such as Life Cycle Assessment, Carbon Footprint, Water Footprint, Environmental Product Declaration, EcoLabel, EMAS registration.



Personnel Management, Certifications and Standards

- Evaluate the possibility of adopting the guidelines of the UNI EN ISO 45001 standard on worker health and safety management.
- Publish your company policy on Equality, Diversity and Inclusion issues on your website.
- Implement a policy aimed at equal pay for men and women.
- Consider adopting the ISO 26000 guidelines on corporate social responsibility.
- Consider including a welfare person in the company.



Relationship with Stakeholders and the Territory

- Organise the purchasing function with a view to sustainability by defining a correct purchasing strategy. To evaluate the purchasing strategy, an analysis of suppliers and the entire supply chain must be carried out.



Regulatory Certifications

- Identify a corporate figure related to sustainability.
- Adopt ISO 37001 certification on the management system for the prevention of corruption.

GRI Index

Declaration of use

Torello Trasporti SRL reported with reference to GRI Standards for the period 1/1/2023 to 31/12/2023.

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 2: General Disclosure 2021	2-1	Organisational details	Organisation Profile	9
	2-2	Entities included in the organisation's sustainability reporting	Organisation Profile	9
	2-3	Reporting Period, frequency and contacts	Reporting Information	11
	2-4	Reformulation of information	Reporting Information	11
	2-5	External Assurance	Reporting Information	11
	2-6	Activities, value chain and other business relations	Organisation Profile	9
	2-7	Employees	Employment	32
	2-9	Governance structure and composition	Governance	52
	2-22	Sustainable Development Strategy Statement	Regulatory Compliance	55
	2-22	Sustainable Development Strategy Statement	Professional Ethics	53
	2-23	Policy Commitment	Professional Ethics	53
	2-23	Policy Commitment	Regulatory Compliance	55
	2-24	Integration of commitments in terms of policy	Regulatory Compliance	55
	2-25	Processes to remedy negative impacts	Managing Impacts environmental	20
	2-25	Processes to remedy negative impacts	Professional Ethics	53
	2-25	Processes to remedy negative impacts	Regulatory Compliance	55
	2-27	Compliance with laws and regulations	Suppliers and procurement practices	46
	2-27	Compliance with laws and regulations	Regulatory Compliance	55
	2-28	Membership of associations	Governance	52
	2-28	Membership of associations	Professional Ethics	53
	2-29	Approach to the involvement of stakeholder	Reporting Information	11
	2-30	Collective agreements	Employment	32

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 3: Material Topics 2021	3-2	List of material topics	Regulatory Compliance	55
	3-3	Management of material themes	Managing Impacts environmental	20
	3-3	Management of material themes	Energy	21
	3-3	Management of material themes	Employment	32
GRI 201: Performance Economical 2016			Economic Financial Results	6
	201-4	Financial assistance received from the government	Managing Impacts environmental	20
GRI 203: Indirect economic impacts 2016	203-1	Investments in infrastructure and supported services	Infrastructure investments and funded services	41
	203-1	Investments in infrastructure and supported services	Local communities	38
	203-1	Investments in infrastructure and supported services	Suppliers and procurement practices	46
GRI 204: Procurement Practices 2016			Suppliers and procurement practices	46
GRI 302: Energy 2016	302-1	Energy consumed indoors of the organisation	Energy	21
	302-4	Reducing energy consumption	Energy	21
GRI 303: Water and water discharges 2018	303-5	Water consumption	Water and waste water	22
GRI 305: Emissions 2016	305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	Emissions	23
	305-2	Indirect greenhouse gas (GHG) emissions from consumption energetic (Scope 2)	Emissions	23
	305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	Emissions	23
	305-5	Reduction of gas emissions at greenhouse effect (GHG)	Emissions	23
GRI 306: Waste 2020	306-1	Waste generation and impacts significant waste-related	Waste	25
	306-2	Managing Significant Impacts related to waste	Waste	25
GRI 307: Compliance environmental 2016	307		Regulatory Compliance	55
	307		Managing Impacts environmental	20
GRI 401: Occupational 2016	401		Employment	32
	401-1	Recruitment of new employees and employee turnover	Training	34

GRI Standard		Title of Gri	Chapter/Paragraph	Page
GRI 403: Health and Safety at work 2018	403-1	Occupational Health and Safety Management System	Employment	32
	403-2	Hazard identification, risk assessment and accident investigation	Employment	32
	403-5	Worker training in occupational health and safety	Training	34
	403-9	Accidents at work	Employment	32
GRI 404: Training and education 2016	404-1	Average number of training hours per year per employee	Training	34
GRI 405: Diversity and Equal Opportunities 2016	405-1	Diversity in governance bodies and among employees	Employment	32
	405-2	Ratio of basic wages to women's wages compared to men	Employment	32
GRI 408: Labour juvenile 2016	408-1	Activities and suppliers presenting a significant risk of child labour	Employment	32
GRI 409: Forced labour or mandatory 2016	409-1	Activities and suppliers presenting a significant risk of incidents of forced or compulsory labour	Employment	32
GRI 412: Evaluation of respect for human rights 2016	412-1	Activities audited with regard to respect for human rights and impact assessments	Employment	32
GRI 413: Local Communities 2016	413-1	Operations with local community involvement, impact assessments and development programmes	Suppliers and procurement practices	46
GRI 416: Customer health and safety 2016	416-1	Assessment of health and safety impacts of categories of products and services	Customer relations	40
GRI 418: Customer privacy 2016	418		Customer relations	40
GRI 419: Compliance socioeconomic 2016			Regulatory Compliance	55
	419-1	Non-compliance with social and economic laws and regulations	Suppliers and procurement practices	46



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