



alberti e santi
international freight forwarder

Report on Sustainability 2023

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Dear readers,

Guided by our strong sense of responsibility towards our stakeholders, we have chosen to embark on the journey of reporting on our ESG (environmental, social and governance) performance. The publication of this document marks the achievement of a crucial strategic objective for us, with the aim of ensuring transparency, improving the visibility of our activities, strengthening our social legitimacy and consolidating our stakeholders' right to be informed, leading the company towards an increasingly responsible business strategy.

The Report on Sustainability is a document that emphasises the values on which Alberti e Santi bases its activities: transparency, attention to people's well-being, and a constant commitment to the sustainability and efficiency of the services provided.

In particular, the Sustainability Report 2023 highlights the results of the initiatives undertaken by Alberti & Santi in the area of sustainability, assessing their impacts in the governance, social and environmental areas. This document emphasises the company's commitment to reducing environmental impacts, the improving services for customers and increasing the well-being of employees.

By adopting this tool, drafted in accordance with the principles and guidelines of the GRI Standards (international standards for sustainability reporting), Alberti e Santi aims to provide stakeholders with a complete and transparent view of the company's choices, projects implemented and performance achieved, thus outlining its path towards increasingly solid sustainability.

One of our founding values, which we have maintained and strengthened over time, is the family character of Alberti & Santi. We strongly believe that a sense of belonging is fundamental and that the company is made up of people who share the values and mutual support typical of a family.

The contribution of the people of Alberti e Santi has been instrumental in the realisation of this Sustainability Report.

With the aim of ensuring continuity in the measurement, improvement and reporting of our sustainable performance, the Alberti e Santi Sustainability Report will continue to be published in the years to come.



Stefano Alberti

Alberti e Santi srl - CEO

A handwritten signature in black ink, appearing to read 'Stefano Alberti'. The signature is fluid and cursive, written over a white background.

Chapter 1

Sustainability in Alberti e Santi



1.1 Profile of the organization

Alberti Germano Santi Romano S.r.l. (hereinafter referred to "Alberti & Santi") was founded in 1959, when the transportation companies "Alberti Germano" and "Fratelli Santi" merged giving birth to Alberti & Santi.

The company, which has been active in the world of transportation and logistics for more than 60 years, carries out its activities nationally and internationally and acts as a key partner for numerous companies throughout Europe in all production sectors. The legal and operational headquarters of Alberti & Santi is located in Cortemaggiore, in the province of Piacenza, a strategic logistics hub for Italy and the Mediterranean.

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

Furthermore, it should be mentioned that **since 2019 Alberti e Santi has been authorized as private Customs Warehouse**, providing the possibility to store goods under VAT and Excise duties suspension and also providing a Customs Assistance service for Import/Export operations, to and from non-EU countries.

Among its services, the company also offers, through the support of specialized companies, transportation by sea and air to destinations all over the world, which makes it possible for the company to play the role of sole and integrated partner, and therefore able to deal with any logistical and transportation need. Alberti e Santi, again through partnership with specialized companies, also provides Project Cargo (exceptional transport services).

In 2023, Alberti & Santi S.r.l. generated a turnover of **€ 73.222.817**, while having a total of **104 employees** to carry out its activities.

“For us, shipping is not simply the physical movement of goods, but it means 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 few fixed points have distinguished Alberti e Santi over time and help to make it still successful today.

Specifically, the **Mission**, our strategic vision, is to provide the best possible service through fast, efficient and cutting-edge logistics.

The Mission is aimed at defining the standard on the basis of which business actions and decisions should be carried out, focusing on

4 key elements:

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

The key elements of our mission are summarised in the company motto:
"Your business need... is our business solution!"

Gli elementi chiave della nostra Mission sono riassunti nel motto dell'azienda: "**Your business need...is our business solution!**".



Our **Vision** is to **offer global transport and integrated logistics services integrated by the structural flexibility of a people-oriented organisation, with an ongoing commitment to taking care of the environment and people.**

The **Values** that drive the company's behaviour and act as a compass on the proper way of conducting business are:

- Integrity: acting responsibly
- Leadership: continuing to stand out as a virtuous company that leads by example
- Creating value for customers and employees
- Reliability, punctuality and flexibility in the services offered, in all relevant fields



The vibe we want to convey to our employees is a sense of belonging.

At Alberti e Santi, we strongly believe that companies are composed of people that we consider close to us, with those same values and ideas that can be found in a family, which is to help each other through the difficult times in the workplace.

Stefano Alberti
Alberti e Santi CEO

Corporate Governance

Alberti and Santi's corporate governance system currently operates as follows:

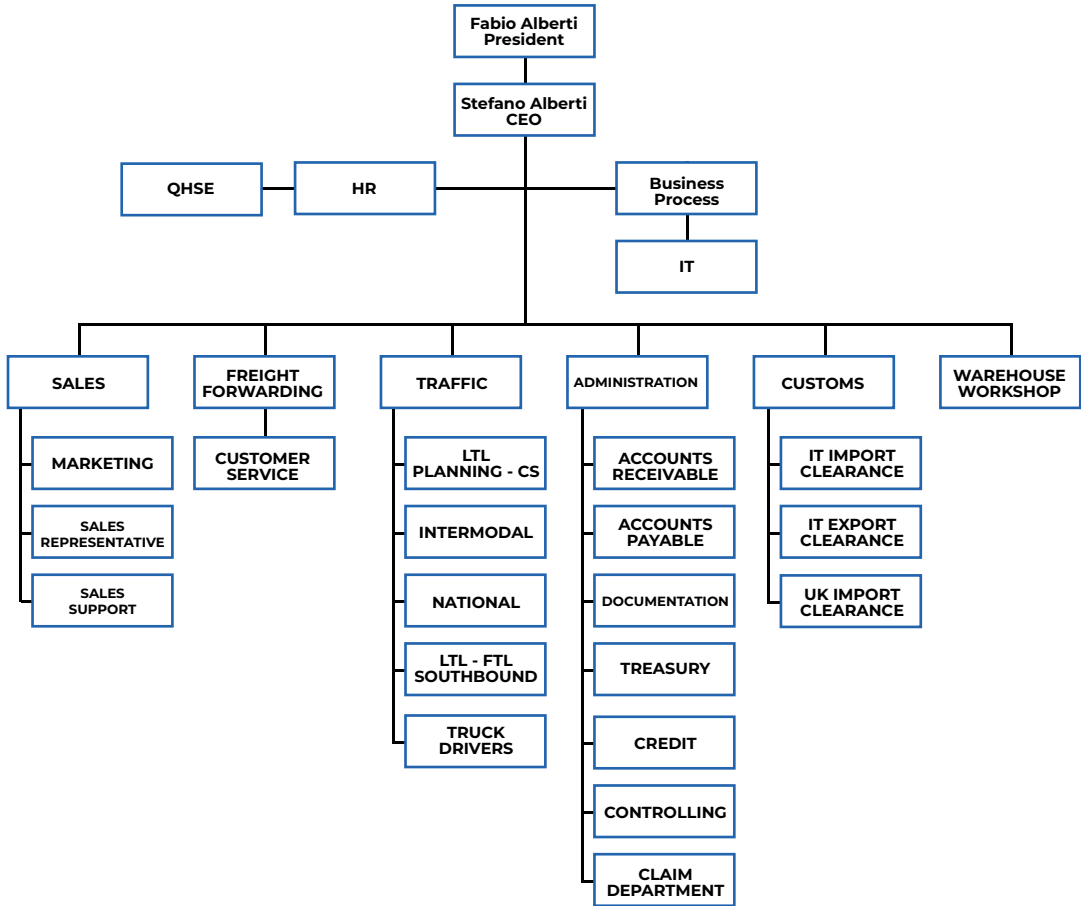
- **Board of Directors (BoD):** the Board of Directors is invested with the broadest powers in order to manage the Company and to implement and achieve the corporate purpose, within the limits set by the Law and the Articles of Association..

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

As of 31/12/2023, the Board of Directors consisted of Alberti Fabio as Chairman of the Board of Directors and Chief Executive Officer of the Company, Alberti Alberto as Chief Executive Officer, and Alberti Stefano as Chief Executive Officer.

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

Company Organigram



1.2 Materiality analysis and stakeholders

Materiality analysis

Taking as its starting point what is outlined in the ISO 26000 - Guide to Social Responsibility and the GRI Standards, Alberti e Santi has implemented a **materiality analysis** with the aim of identifying and understanding the company's priorities in terms of sustainability. The multi-step materiality analysis process has therefore led Alberti e Santi to identify its sustainability priorities and **to define the contents of this Report on Sustainability.**

For Alberti e Santi, the analysis constitutes **a substantial step in shaping its strategic path in sustainability.** Materiality is understood to mean the specific aspects of economic, social and environmental nature that are of greater significance to an organization and its stakeholders. For this reason, the materiality analysis process started by identifying priority stakeholders for Alberti e Santi. Through an online survey submitted to the company's management and contact persons in the main corporate functions, the key stakeholder categories for the organization were identified.

Next, Alberti e Santi **carried out an analysis aimed at defining the sustainability context in which the company operates.** Taking into consideration different informational sources, both the external environment and the target market were analyzed in order to determine the priority sustainability aspects and factors relevant to the industry, stakeholders, and Alberti e Santi.

This activity of analysis and mapping of the sustainability context in which the organization operates has resulted in the identification of a list of economic, social, and environmental issues that are potentially relevant to Alberti e Santi.

The analysis was then continued by sending an online questionnaire both to the **company's management and leadership** and to a selected panel of stakeholders: **customers, providers, Environment, Local Community and Territory, Schools and Academic world, and Trade Associations**. On the basis of a set scale of scores (ranging from 1 "not significant" to 5 "priority"), all stakeholders expressed their opinion by providing a relevance rating for each issue.

Analyzing the results of the materiality survey, Alberti e Santi has thus identified a **pool of 16 issues of greatest priority in the field of sustainability**, so-called material issues, which will be reported on and further examined within this Report on Sustainability. The list of material themes is summarized in the Table below and represents the final result of the materiality analysis.

TOPICS INCLUDED IN THE SUSTAINABILITY REPORT

Area of Sustainability	Material Topics
Economics and Governance Area	Economic performance
	Business ethics and compliance
	Service quality and innovation
	Sourcing practices
	Implementation of certified management systems
Social Area	Human capital training and valorization
	Health and safety in the workplace
	Diversity and equal opportunities
	Corporate Welfare
	Creation of a positive corporate climate
	Support for local communities and territory
	Promotion of training in the areas of logistics and transportation
Environmental Area	Management and monitoring of greenhouse gas emissions
	Sustainable transportation management
	Management of energy resources
	Responsible waste management

Stakeholders

The materiality analysis conducted by Alberti & Santi served as an important moment to reason about and explore the potential impacts of corporate actions and decisions on each of the identified categories of stakeholders. **The stakeholder map** below is the first outcome of this activity.

Alberti e Santi stakeholder categories



1 - Employees



2 - Customers



3 - Providers



4 - Contractors



5 - Associazioni di Categoria



6 - Environment



7 - Local community



8 - Public Administrations



9 - Competitors



10 - Schools and Academic world



11 - Certification Authorities and Control



12 - Banks and insurance



13 - CDA and Management



14 - Agency of customs



Associazioni di Categoria



CONFINDUSTRIA
PIACENZA

Confindustria Piacenza (associate)



FAI Emilia (associate) → Federazione Autotrasporta-

tori Italiani: support in the provision of funded training, both technical professional and for soft skills. Corporate involvement in the association life for events of divulgation/updating and training in the field of transport and logistics.



CEPI Piacenza (associate) → Consorzio Esportatori

Piacentini: this is an association promoted by the Chamber of Commerce and the Industrialists Association of Piacenza. The main purpose of CEPI is to promote and manage, not-for-profit, the commercial exchanges of its member companies with foreign countries



FEDESPEDI (associate) → Federazione Nazionale

delle Imprese di Spedizioni Internazionali: a trade association representing and protecting the interests of international forwarding companies in Italy.



ANITA (associate) → it is the Confindustria association

representing trucking and logistics companies that operate in Italy and Europe. It should be noted that Stefano Alberti, CEO of Alberti e Santi, is a member of the General Council of ANITA.



1.3 - 2030 Agenda and Sustainable Development Goals

On an institutional level, the most important initiative on the topic of sustainability is the adoption, in 2015, of the 2030 Agenda for Sustainable Development by the General Assembly of the United Nations, a programmatic document that laid out global commitments to sustainable development.

Specifically, the Global Agenda identifies 17 Sustainable Development Goals (SDGs) that are to be achieved by 2030, structured into 169 targets, and represent a real call to action to place Italy and the world on a sustainable path. The 17 SDGs are intended for a plurality of actors including businesses and pose for Alberti e Santi a crucial cue for reflection and recalibration of their own corporate objectives.













The activities put into practice by Alberti e Santi in the field of sustainability can play a part in achieving some of the goals defined by the 2030 Agenda.

Therefore, in order to be able to identify and give an account within this Report on the contribution that the company can make towards the achievement of the SDGs, we conducted a linkage analysis between our material topics and corporate sustainability strategy and the SDGs, taking guidance from the SDG Compass document. Such a 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 it assists companies of all size in aligning their strategies with the relevant SDGs depending on the sector and type of activity, with the aim of guiding companies in optimally assessing their contribution to achieving of the global goals.

Thus, we identified 9 priority SDGs for Alberti e Santi by relating them to the material topics where the company is committed to promote sustainable development, as depicted in the table below..

Materiality Analysis Outcomes: Priority topics for Alberti e Santi and its stakeholders

Impacted SGDs

Economics and Governance Area	Economic Performance	   
	Business ethics and integrity	
	Compliance and anti-corruption	
	Service quality and innovation	
	Sourcing practices and local supply chain	
	Implementation of certified management	
Social Area	Human capital training and valorization	   
	Health and safety in the workplace	
	Diversity and equal opportunities	
	Corporate Welfare	
	Creation of a positive corporate climate	
	Support for local communities and territory	
Environmental Area	Gestione delle risorse energetiche	   
	Responsible waste management	
	Sustainable transportation and logistics management	
	Management and monitoring of greenhouse gas emissions	

The role of Alberti and 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 towards this shared goal. In 2023, we decided to use **this new tool to measure our impact on the SDGs in a timely manner:**

it's 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 guiding and supporting the global business community in promoting the UN goals and values through responsible business practices - and B Lab - the US non-profit organisation that develops the B Corp measurement tools.

This section of the Report presents our results for **2023**.

The points shown are the result of a self-assessment based on internal company information and Alberti e Santi's interpretation of the SDG Action Manager content. The use of an internationally shared tool allows us to disseminate our best practices, fulfilling the mission of the 2030 Agenda and comparing our work with that of other companies.

Our overall impact: the baseline

The baseline module (Baseline) is a starting point that includes cross-cutting criteria for all SDGs before moving on to the in-depth examination of the individual goals. It measures how actively companies contribute to the SDGs and their overall commitment to social and environmental issues, e.g. good labour practices, environmental management systems, anti-corruption and good corporate governance.

In 2023, Alberti and Santi's baseline is 73.8%, an improvement on the previous year's 70.3%: the scoring obtained in the baseline module is shown below.



In addition to taking into consideration the baseline analysis, Alberti e Santi measures its performance in relation to 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 internally contribute to each SDG;
- **Supply Chain:** How Alberti e Santi manages its supply chain's contributions to each SDG;
- **Collective action:** This section acknowledges the broader opportunities Alberti e Santi can join outside the scope of its business model, operations, and supply chain to contribute to each SDG.

Alberti e Santi's score for each of the 9 SDGs goals pursued is expressed as a cumulative percentage to provide a consistent and comparable benchmark among companies.

SDG 3 - Ensure health and well-being

This module highlights the key practices that the company can adopt to contribute to SDG 3 - Ensuring Health and Well-being, such as providing health coverage to employees in its business and supply chain, offering occupational health and safety programmes to employees, and taking part in collective industry action at local and national levels. A rating of 26.9% has been achieved, an improvement from 25.7% in the previous year.



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 26.9%





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 labour, providing training and skills development to its employees, providing access to training opportunities for women.



SDG 4 - Istruzione di qualità

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.

DOMANDE RISPOSTE PUNTEGGIO GENERALE
24/24 47.1%



SDG 5 - Gender Equality

This module highlights key practices that the company can adopt to contribute to SDG 5 - Gender Equality, e.g. increasing female representation in the workforce and in management, handling complaints of gender discrimination, offering anti-discrimination training and providing equal parental leave.



SDG 8 - Decent work and economic growth

This module highlights key practices that a 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.

A rating of 53.4% has been achieved, an improvement from 52.3% in the previous year



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 **53,4%**



Business Model	PUNTEGGIO 2.6/25	Operazioni interne	PUNTEGGIO 19.8/25
Catena di fornitura	PUNTEGGIO 14.2/25	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 accordance with sustainable development priorities, supporting small-scale providers, and adopting environmentally friendly technologies and means.

This stood at 54.9 % as in the previous year.



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 means of transport.

This stood at 23.3 % as in the previous year.



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 reporting.

A rating of 61.6% has been achieved, an improvement from 59.8% in the previous year.



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 61.6%



Business Model	PUNTEGGIO 21.4/25	Operazioni interne	PUNTEGGIO 22.3/25
Catena di fornitura	PUNTEGGIO 7.7/25	Azione collettiva	PUNTEGGIO 10.0/25

SDG 13 - Acting for the climate

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

A rating of 17.4% has been achieved, an improvement from 16.9% in the previous year .



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 17.4%



Business Model	PUNTEGGIO 3.5/25	Operazioni interne	PUNTEGGIO 9.7/25
Catena di fornitura	PUNTEGGIO 4.1/25	Azione collettiva	PUNTEGGIO 0.0/25

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 corporate governance and fiscal management and anti-corruption practices.

A rating of 26.9% has been achieved, an improvement from 22.9% in the previous year.



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 23.2%



Business Model

PUNTEGGIO
3.5/25



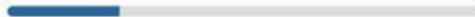
Operazioni interne

PUNTEGGIO
13.7/25



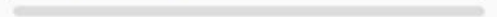
Catena di fornitura

PUNTEGGIO
5.9/25



Azione collettiva

PUNTEGGIO
0.0/25



Chapter 2

Governance and Trade Relations



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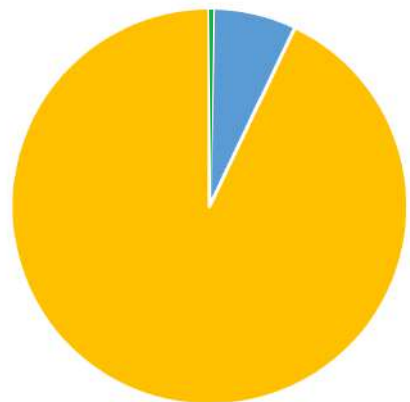
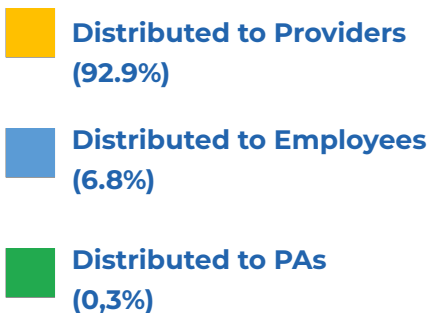
2.1 Economic performance and distributed value

Distributed economic value represents a company's capacity to redistribute part of the economic value generated through its activities among its stakeholders. Therefore, through the analysis of distributed economic value we aim to provide evidence of the flow of resources directed towards our employees, our providers and the public administration.

The distribution of economic value, as represented in the graph below, is therefore an indication of Alberti e Santi's capacity to redistribute part of the generated economic value to its stakeholders and is a measure of the company's impact on the community and along the entire value chain.

In the fiscal year 2023, Alberti e Santi's total revenues from ordinary operations amounted to **EUR 73,222,817**, of which **98.6%**, or **EUR 72,222,782**, was distributed to the following corporate stakeholders: to providers for **92.9%** (**EUR 67,083,604**), to employees for **6.8%** (**EUR 4,920,331**), and to public authorities for **0.3%** (**EUR 218,847**).

Esercizio Fiscale 2023



2.2 Eticità nel business e compliance

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

We are also committed **to act ethically, basing our behaviour and actions on values such as honesty, moral integrity, fairness, transparency, objectivity and respect for human personality**. These values imply a concern for people and the environment, the creation of trustworthy relationships with our customers and respect for the legitimate interests of all our stakeholders.

Therefore, Alberti e Santi has set as its goal to define in a transparent manner **values, principles, standards and norms of behaviour**, which is what the company considers to be right or wrong, while pursuing these goals in its daily actions. In order to enshrine the aforementioned principles, the company decided to adopt its own **Code of Conduct**.

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

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

Alberti e Santi is committed to set up and implement a training plan intended to provide awareness of the principles and ethical standards laid down in this Code.

The training initiatives are diversified, depending on the role and responsibility of the individual; for newly hired employees, a special training program is designed, which illustrates the contents of the Code of Conduct whose observance is required.

Since its foundation, Alberti e Santi has respected the principle of legality, complying with the regulations in force not only in the field of transport and logistics, but also in the field of labour relations. With regard to the management of the workforce, the commitment is to an ethical policy of moral integrity, fairness, transparency and respect for individual personality. These values lead Alberti e Santi to a focus on people, understood as both internal and external customers. In this context, during 2023, and in accordance with the requirements of the new rules on whistleblowing contained in Legislative Decree 24/2023, the company introduced the internal reporting system to improve the handling of any reports of wrongdoing. With Legislative Decree No. 24 of 10 March 2023, published in the Official Gazette of 15 March 2023, the EU Directive 2019/1937 on “the protection of persons who report breaches of Union law” (so-called whistleblowing discipline) was transposed into Italian law. The aim of the European directive is to establish common minimum standards to ensure a high level of protection for persons who report breaches of Union law, creating secure channels of communication, both within an organisation and externally.



Il sistema di segnalazione interna è completamente anonimo, costruito tramite una piattaforma digitale con la finalità di contrastare e prevenire fenomeni illeciti nelle organizzazioni, di cui il segnalante sia venuto a conoscenza nell'ambito del suo contesto lavorativo. Oltre al sistema di segnalazione interna, entra in vigore anche il Codice Etico, che ha come obiettivo quello di definire in maniera chiara i valori, principi, standard e norme di comportamento, ossia che cosa l'impresa reputi giusto o sbagliato, perseguendo tali obiettivi nel proprio agire quotidiano.

2.3 Service quality and innovation

Quality and reliability of services are the essential conditions of Alberti e Santi's operations, which aims to **maintain a consistently high level of customer satisfaction**. Therefore, Alberti e Santi has always been committed to certifying the **quality of its processes and the services it offers**, eager to provide solid guarantees for the activity performed. To this end goes the achievement of **ISO 9001 certification**, which states that Alberti e Santi is a reliable and competent business partner, complying with the requirements of the international standard for a Quality Management System.

The quality of the service offered by Alberti e Santi lies mainly in the following elements:

- ▶ Attention to customers and their needs pursued by building valuable relationships and a continuous openness to dialogue and dialogue 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 transport services but also as a supplier supporting requests for more technical and operational advice related to both transport and customs aspects;
- ▶ Identification of **new organisational solutions to strengthen the customer loyalty and always give targeted and timely answers**;
- ▶ Guarantee the quality of services provided through **efficiency and technical expertise in the execution of our activities**;
- ▶ Growth of the company through **expansion of the geographical market, development of personnel skills and investment in improving the vehicle and equipment fleet**;
- ▶ Clear definition for each worker of his or her **role, responsibilities and allocation of the instrumental resources and competences necessary to fulfil the tasks**;

► Monitoraggio dei costi e di KPI operativi volto ad individuare i principali punti di miglioramento e **mantenere alti standard di qualità, sicurezza e ambiente.**

Parte della soddisfazione del cliente si concretizza anche attraverso una pronta ed efficace gestione di eventuali reclami/segnalazioni di non conformità. L'apertura di una non conformità comporta sempre una immediata registrazione dell'accaduto e un'analisi delle cause che hanno generato la non conformità. In caso di reclamo il cliente viene sempre contattato per la comunicazione della presa in carico del problema. Una volta chiusa la non conformità attraverso l'implementazione di apposite azioni correttive prende avvio una fase di valutazione dell'efficacia dell'azione correttiva intrapresa per risolvere la non conformità emersa volta a prevenire il ripresentarsi in futuro di non conformità simili. Nella tabella sottostante, con riferimento all'anno 2023, vengono riportati gli eventi complessivi legati al servizio di trasporto (danneggiamenti/perdite merci). Come emerge dalla tabella è significativo sottolineare la bassa incidenza di tali casistiche sul totale dei trasporti effettuati: 1,43% di incidenza con riferimento al danneggiamento merci e 0,17% di incidenza con riferimento a situazioni di ammanco, smarrimento e furto di merci.

Type	Freight damage events (breakage, fall, transport wetting, dirt)		Missing, lost and stolen transported goods	
2022 (Tot sped.32.335)	385	1,2%	378	1,43%
2023 (Tot sped.26.283)	11	0,034%	47	0,17%

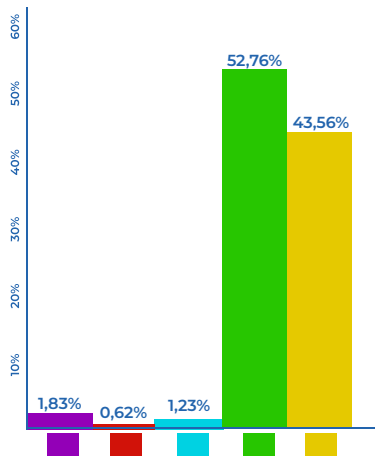
Customer Satisfaction Survey 2023

In order to constantly monitor the satisfaction of our customers, we conducted the Customer Satisfaction Survey for 2023 as well.

There were 163 customers who decided to respond, which we collect in a few answers below.

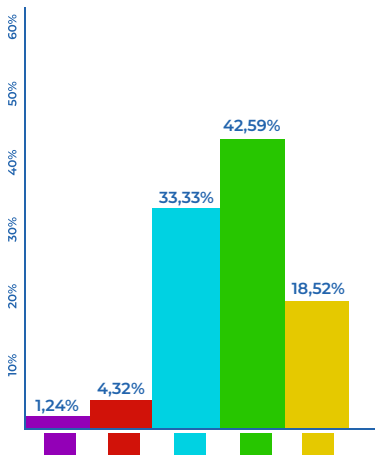
Overall, are you satisfied with the service provided by A&S?

Answer	N. Answers	Report
Completely dissatisfied	3	1,83%
Not Satisfied	1	0,62%
Indifferent	2	1,23%
Satisfied	86	52,76%
Completely satisfied	71	43,56%



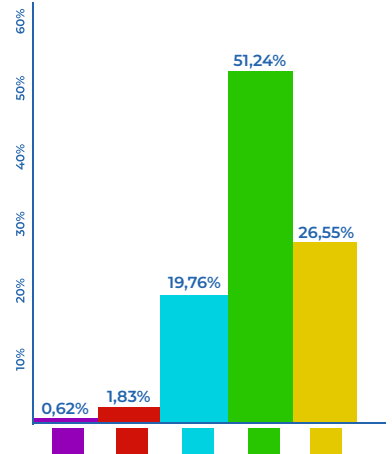
Assess the competitiveness of our services

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



Evaluates delivery times of goods entrusted to Alberti e Santi

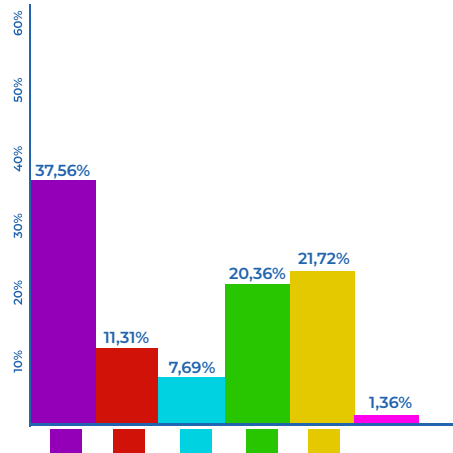
Answer	N. Answers	Report
Totally unsatisfactory	1	0,62%
Mediocre	3	1,83%
In the Average	32	19,76%
Satisfactory	83	51,24%
Optimal	43	26,55%



Which of these sustainability aspects do you consider most important?

Answer	N. Answers	Report
Transport 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 answer



2.4 Procurement practices

Providers are a stakeholder of primary importance for us; the quality and reliability of the services we offer largely depend on our relationship with them, and we therefore **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 e Santi's main providers can be divided into the following categories:

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

Our providers are guaranteed payment terms in accordance with commercial agreements. In conducting economic negotiations with its providers, Alberti e Santi bases its activities on the principles of proportionality and mutual consideration of performance, avoiding the imposition - either direct or indirect - of unjustifiably burdensome contractual conditions. The ultimate goal to which the company aspires is to create **trust-based relationships as well as opportunities for mutual improvement,** with emphasis on continuity, while seeking to build medium- to long-term partnerships, and on the qualitative and economic reliability of counterparts.

It is also important to note that Alberti e Santi favors, **wherever possible, collaboration with local providers,** aiming to promote a **short supply chain** and foster local development.

Service providers, excluding core services (transport and customs services)

As evidence of the fruitful cooperation we cultivate with local and national providers, it should be noted that **in 2023 the share of spending on procurement of services towards Italian providers is 61.07% of the total economic value of service procurement.**

More specifically, considering local providers , i.e., providers located in the Emilia-Romagna region or neighbouring regions, **the share of spending on procurement towards these providers is 44.90% of the total economic value of purchases of services in 2023.**

Service Providers		2020	2021	2022	2023
% of the procurement budget used that is spent on local/national providers	Local providers (Emilia Romagna + neighbouring regions))	50,25%	57,89%	50,08%	44,90%
	National providers (Italy)	13,73%	16,43%	18,40%	16,17%
% of the procurement budget used that is spent on foreign providers	Foreign providers	36,02%	25,68%	31,52%	38,92%

Core service providers (transport and customs services)

Con specifico riferimento agli acquisti di servizi core si evidenzia che nel 2023 **la quota parte di spesa per approvvigionamento verso fornitori italiani è pari al 40,77% del valore economico totale degli acquisti di tali servizi.** Più nel dettaglio, considerando i fornitori di locali, ossia i fornitori ubicati in regione Emilia-Romagna o regioni confinanti, **la quota parte di spesa per approvvigionamento verso tali fornitori è pari al 12,68% del valore economico totale degli acquisti di tali servizi nel 2023.**

Again with reference to 2023, the Italian providers of transport and customs services amounted to 192 (of which, 143 were local), representing 21.65% of the total number of providers employed.

Service Providers transport and customs services		2020	2021	2022	2023
% of the procurement budget used that is spent on local/national providers	Local providers (Emilia Romagna + neighbouring regions)	13,27%	11,77%	14,31%	12,68%
	National Providers (Italy)	27,91%	29,08%	26,95%	28,09%
% of the procurement budget used that is spent on foreign providers	Foreign Providers	58,82%	59,15%	58,75%	59,23%

The following table describes where the core service providers are located:

Service Providers transport and customs services		2020	2021	2022	2023
Number of Providers	Local providers (Emilia Romagna + neighbouring regions)	120	135	121	143
	National Providers (Italy)	108	118	96	49
	Foreign Providers	695	871	761	695
Total		923	1124	978	887

2.5 Implementation of certified management systems

The certifications we have obtained provide tangible proof of our dedication to the topics of quality and environmental protection. These same certifications enable us to act with awareness and responsibility when guiding and supporting our customers into making the best choices.

Alberti e Santi's Management is committed to maintaining its Quality and Environmental Management Systems in perfect working order, implementing a constant and periodic verification of the correct application of what is required by system procedures, operating instructions, and process flows in all company departments, through systematic controls, internal audits, and periodic reviews.

Specifically, Alberti e Santi is committed to implement and maintain a Quality and Environmental Management System in compliance with the standards **ISO 9001** and **ISO 14001**.

Among its primary objectives, the company aims, in all its operations, to improve its results regarding environmental protection and reducing the pollution deriving from the performance of its activities. Therefore, the balance between the efficiency of provided services and the eco-sustainability of processes encourages the promotion of virtuous environmental policies and transportation options that reduce the impact on the environment, specifically on air and on carbon dioxide emissions.

Alberti e Santi is also committed to a transparent disclosure of relevant environmental issues and shares its experiences in order to contribute to the improvement of the environmental performance in its field of activity.



Specifically, with the aim of continuously improving its **Environmental Management System**, Alberti e Santi is committed to:

- Comply with all applicable laws and regulations and, wherever these do not exist, adhere to responsibly identified standards that are aimed at preserving the environment;
- Set environmental goals consistent with the results of the analysis of context and the assessment of risks and opportunities, taking into account the needs and expectations of relevant parties;
- Encourage environmental care and respect, including on the part of contractors and sub-carriers, emphasizing the responsibility of everyone in achieving the set environmental goals and ensuring that appropriate operating procedures, personnel training and information programs on the subject are implemented;
- In the performance of its activities, minimize the consumption of energy, raw materials and natural resources;
- Manage its activities with the aim of avoiding environmental incidents and limit its sources of pollution, orienting the selection, operation and maintenance of its vehicles to this end;
- Set up procedures to deal swiftly and effectively with environmental incidents that may take place in the course of its operations, working with the relevant industrial organizations and government bodies;
- Promote and support research in order to understand the effects of its operations on the environment, to improve its environmental protection practices, and to increase its ability to make its services environmentally friendly;
- Set environmental markers and goals to assess the effectiveness of the measures taken and conduct reviews of its activities to evaluate the progress made and to ensure compliance with and the adequacy of the Environmental Policy.

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

- Clearly define roles and responsibilities within the Quality Management System;
- Ensure consistency of management with the framework and strategic directions of the company's organization;

- Promote the use a process-driven approach and risk-based thinking;
- Ensure the availability of the human and economic resources needed to implement and maintain the Quality Management System;
- Meet the needs and expectations of Customers, ensuring that the service complies with the demands and requirements specified and that the workforce involved is fully aware of this, including fully complying with mandatory legislation;
- Establish continuous improvement goals, while also always complying with applicable requirements.

How quality and environmental goals are defined

The setting of goals is done during the management review and takes into account the following inputs:

- Analysis of the previous year's achieved and unachieved goals; with reference to the unachieved goals, a study is conducted on the achievability or non-achievability of them in the current year;
- Output of the management review of both ISO 9001 and ISO 14001;
- Output of environmental analysis, updated on an annual basis;
- Analysis of non-conformities and corrective actions;
- Evaluation of legal requirements and from in-progress activities (management meetings, legislative novelties, requests from in-house or from customers/providers, new projects, etc.).
- Budget letter from management defining the budgeting policy and declining into different actions/KPIs according to each relevant department.

OBJECTIVES	TARGET INDICATOR	TARGET
Monitoring Providers	Provider evaluation	2024

Continuous and constant monitoring of providers with collection of fleet information for optimisation of consumption and impact on AeS transport.

OBJECTIVES	TARGET INDICATOR	TARGET
Personnel Management	Launch and completion of the skills and performance evaluation project	2024

Project completed with implementation of the performance appraisal system starting in early 2024

Environment / Environmental Analysis	Continuous monitoring of diesel	2024
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Constant monitoring by the company with constant tendency and effort to decrease consumption by increasing intermodal and modernising its vehicle fleet

Environment / Environmental Analysis	Carbon Footprint Analysis	2024
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Implementation of the GreenRouter software enabling the calculation of Scope1 and Scope2 emissions with increasing detail and specification on route calculation

Environment / Environmental Analysis	Incidence of intermodal on total improved travel compared to 2022	2024
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In 2023 total increase of 5% of AeS intermodal trips with a specific 4% increase on the UK line (core business)

Environment / Environmental Analysis	Fleet analysis of relevant transport providers	2024
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Collection of data on the supplier fleet to make the calculation of emissions more precise thanks to the new GreenRouter tool; constant work that remains a goal also for the year 2024

Environment / Environmental Analysis	Review of Environmental Policy	/
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Revised the Environmental Policy in the light of the new Directives focusing on the world of sustainability

Environment / Environmental Analysis	Sustainability reporting: communicating ESG performance	2024
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Issuing the first Sustainability Report and planning to update and publish it in 2024 with data from 2023.

Environment / Environmental Analysis	ESG rating specific to the transport industry	2024
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Completion and compilation of ESG analysis on TIAKI Logistics platform following collaboration project with ITS Institute of Piacenza

Chapter 3

People, local communities and territory



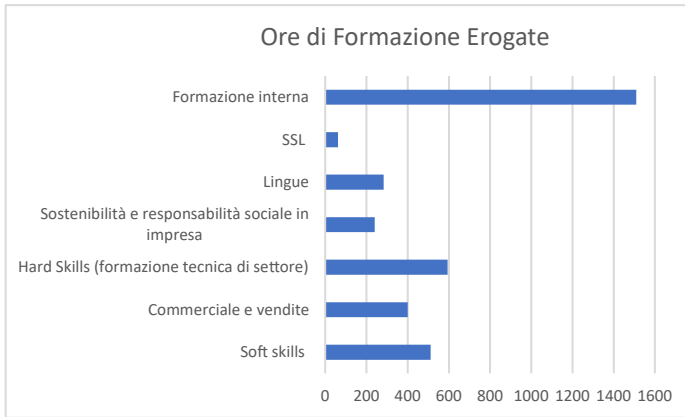
3.1 Training and development of human capital

An important tool that allows companies to develop and enhance the **potential of their employees is through cross-training (soft skills) or specific training (e.g., technical-specialized), a crucial factor in achieving the companys' goals.** For Alberti & Santi, employees constitute the driving force behind the Company's success, and we therefore believe that continuous training is an indispensable and strategic part of the growth of each employee. The annual training program allows Alberti & Santi to schedule skills acquisition in a way that gives its employees the tools they need to achieve strategic goals in an environment that is constantly changing. In particular, in 2023, the training provided focused on the following topics: soft skills, foreign languages, technical sector training, OSH, internal training, sustainability and the environment.

All these training hours were made possible thanks to the participation in two training calls in which Alberti & Santi participated:

The European Social Fund (ESF), in cooperation with ANPAL, allocated private funds to invest in training: Alberti & Santi, with the support of **Forpin**, created a customised training plan, which was recognised and approved by ANPAL and implemented through **FNC (Fondo Nuove Competenze).**

Alberti & Santi presented a further training plan, with the support of **Fai Parma Servizi**, which was recognised and approved by the **Mario Remondini Institute**, thus being able to access funding from the **Ministry of Infrastructure and Transport.**



Internal Training - 1510 hours
OSH - 62 hours
Foreign languages - 283 hours
Sustainability and Corporate Social Responsibility - 240 hours
Hard Skills (Industry Technical Training) - 594 hours
Commercial and Sales - 400 hours
Soft Skills - 512 hours

3.2 Health and safety in the workplace

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. Within the scope 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 a person'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 behaviour by everyone, which has enabled us to make workplaces safer and minimize the exposure to risks related to accidents, injuries or work-related illnesses.

The Risk Assessment Document was drafted pursuant to Legislative Decree 81/2008 and is reviewed at least once a year to verify that its contents are adequate to the company's reality or whether it needs to be integrated and/or modified. The purpose of this Document is to carry out a comprehensive and documented assessment of all risks to employees' health and safety and to arrange the appropriate prevention and protection measures as well as to schedule the appropriate measures to ensure the improvement of health and safety levels over time.

The Document is constantly undergoing updating and is revised in case of changes in the company organization and whenever the implementation of the company's safety system, which is aimed at a continuous improve-

ment improvement of the degree of safety, makes it necessary.

Alberti e Santi also employs a competent doctor, with whom it cooperates in the assessment of health risks, carrying out regular health surveillance visits for workers.

Finally, the company refers to the indications of the in-house workers' safety representative (RLS), designated to represent the workers with regard to health and safety aspects at work.

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

All in-house health and safety training courses provided to workers provide a certificate, indicating the training objectives achieved and the sum of the hours dedicated to learning and knowledge.

In 2023, Alberti e Santi paid out to its employees general and specific training on health and safety issues, totalling 536 training hours. In 2021-2022, employees received general and specific training on health and safety issues, totalling 676 training hours.

Alberti e Santi's achievements in prevention and protection are proof of the company's commitment. In fact, in the three-year period from 2021 to 2023, only one occupational accident occurred and only one occupational disease was recorded.

Employees' occupational accidents			
	No. of Occupational Accidents	No. of Serious Accidents	No. of Fatal Accidents
Year 2023	1	0	0
Year 2022	0	0	0

Employees' occupational illnesses 2021/2023		
	No. of Occupational Diseases	No. of Deaths Resulting from Occupational Diseases
Year 2023	0	0
Year 2022	0	0

3.3 Diversity and Equal Opportunities

Alberti e Santi acknowledges the diversity of each employee or collaborator as a success factor and is constantly valuing their experiences, skills and qualities. The Company promotes an inclusive work environment, oriented to collaboration and a sense of belonging, encouraging each person to freely express themselves in order to be able to realize their potential and increase their motivation. In the process of recruiting personnel, we are committed to implementing gender equality and not perpetrating any kind of discrimination: gender, age, race or religion.

The company acknowledges the diversity of its employees as a success factor. The company also respects and acknowledges the right of every employee to associate, organize or join a labor organization and not suffer interference, sanctions, retaliation, discrimination or harassment.

We believe that only through free expression and confrontation can each individual realize its own potential and that the company can significantly benefit from it.

In 2023, Alberti & Santi employed a total of **104 employees, of whom 39 were women (37.5%) and 65 men (62.5%)**. In general, a gender bias towards men emerges, mainly due to the difficulty of recruiting female profiles to cover roles such as driver or mechanic.

If we were to shift the focus to the white-collar class, we would notice immediately a rebalancing of the initial condition, as out of a total of **81 employees, 39 are female (about 50%)**.

All employees are covered by the National Collective Bargaining for Trucking and Logistics, while to protect travelling personnel Alberti e Santi has stipulated a Second Level Agreement, together with Federazione FIT CISL, which is currently in force.

As at 31/12/2023, 99% of the company population (104 employees) had a permanent employment contract while 1% (1 employee) has a fixed-term employment contract. 100% of female employees have an employment contract of indefinite duration.

The high percentage of employees employed with a permanent employment contract guarantees workers continuity in pay and stability.

Again with reference to 31/12/2023, **97 employees (93.2% of the company population) have a full-time employment contract and 7 employees (6.8% of the company population) are employed with a part-time contract**. With reference to part-time contracts, it should be noted that 12.8% of the women hired by Alberti e Santi have this type of contract to facilitate the reconciliation of business and private needs.

At 31/12/2023 Alberti e Santi also had **2 interns, 2 intermittent workers and 2 collaborators with occasional collaboration contracts**.

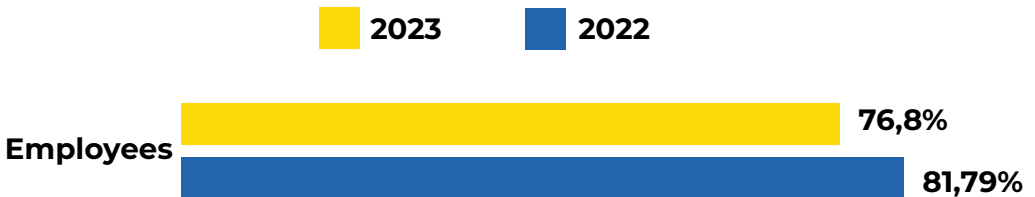
During 2023 Alberti e Santi had a total of **15 interns, 12 were confirmed in Apprenticeships (80%), 10 of which were still in force at 31/12/2023**.

Blue-collar employees		Under 30 years of age	Age between 30 and 50	Over 50 years of age
Year 2023	Women: 0	0	0	0
	Men: 23	0	15	11
Year 2022	Women: 0	0	0	0
	Men: 22	0	15	7
White-collar employees		Under 30 years of age	Age between 30 and 50	Over 50 years of age
Year 2023	Women: 39	23	11	5
	Men: 42	14	13	15
Year 2022	Women: 30	16	11	3
	Men: 39	12	16	11

N.B. Sono esclusi dal calcolo gli stagisti, i co.co.co ed i lavoratori intermittenti

Alberti e Santi, in order to support equal opportunity, also undertakes an active role in monitoring and reviewing its remuneration policies. The company is in fact committed to offering a fair level of remuneration that is a reflection of each individual's level of competence, skills and professional experience, and that ensures the application of the principle of equal opportunity while avoiding the risk of discretion. The graph below illustrates the ratio between female and male salaries for employees classified as white-collar workers in 2022 and 2023 (calculated as "male salary: 100 = female salary: X")

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



3.4 Corporate Welfare

Alongside the promotion of people's health and safety, Alberti e Santi devotes a special care to the well-being of its employees: welfare becomes a valued tool to improve the internal environment, foster the retention of talents and achieve high production quality standards.

Below is a summary of all initiatives aimed at increasing employee satisfaction and well-being such as: benefits, smart working and conventions in favor of employees.

Iniziativa di Welfare aziendale: Anno 2023

- ▶ Distribution of meal vouchers to the value of € 6.00 for each day worked, to the entire company population;
- ▶ Convention with the Cortemaggiore canteen that provides a preferential price for Alberti e Santi employees;
- ▶ Company car as fringe benefit for commercial and managerial figures;
- ▶ Smart working: contractualised for all company sales figures;
- ▶ Reductions and free admissions to company-sponsored events..

3.5 Creating a positive corporate climate

Alberti e Santi places great emphasis on creating a positive corporate climate and on ensuring the fulfillment of its employees. As a company, we believe that dialogue and interaction among employees are crucial to stimulate their motivation and satisfaction, thereby contributing to establishing lasting relationships.

To this end, we develop employee engagement strategies and initiatives to actively involve employees and promote the corporate culture. Specifically, in the three-year period 2021-2023, the company implemented numerous teambuilding initiatives, some of which are mentioned and described below, and in 2023 it was decided to conduct an analysis of the organisational climate by administering a questionnaire to the entire company population.

Teambuilding Initiatives: Years 2021 - 2022 -2023

- **2021 July - Vernasca Summer Party**
- **2021 November - Treasure Hunt**
- **2021 December - Teambuilding**
- **2022 June - Olimpiadi Verdiane**
- **2022 July - Stramlòn**
- **2023 June - Olimpiadi Verdiane**
- **2023 July - Stramlòn**

The term organisational climate identifies the socio-psychological conditions that occur within a certain group of individuals. The organisational climate is the life of the organisation from the perspective of subjectivity: it is the way in which the individual members, in their diversity, perceive the work group and the company, an aspect that influences both their own behaviour and the effectiveness of the organisation itself. The primary objective of the organisational climate analysis project is the identification of any critical areas within the organisation and, as a consequence, the planning of concrete actions to improve internal customer satisfaction and, therefore, the climate itself in its essential components: motivation, collaboration and communication. This analysis is carried out not only with reference to current conditions, but also and, above all, with reference to future ones. It is therefore not limited to an assessment of the starting situation, but identifies what the company can concretely do, given its current and potential resources, and considering the current scenario. The strengthening and consolidation of strengths and the overcoming of weaknesses make it possible to identify realistic objectives to be achieved in the medium term. As far as methodology is concerned, the instrument used to survey the climate was a structured questionnaire. This instrument was chosen because:

- **the questionnaire makes it easy to reach the entire corporate population;**
- **through the spontaneous filling in of the questionnaire, it is left up to individuals to decide whether or not to join the initiative;**
- **the anonymity of the questionnaire itself allows people to express themselves freely and frankly.**
- **for the construction of the questionnaire, 10 areas of interest were identified, i.e. aspects of organisational life that feed into the definition of the organisational climate:**

- **Sense of belonging;**
- **Organisation and change;**
- **My job;**
- **My remuneration;**
- **My boss;**
- **My unit;**
- **Training;**
- **Inclusion and fairness;**
- **Stress;**
- **Evaluation.**

Per la struttura, In linea con quanto detto, si è provveduto a elaborare un questionario basato su 50 affermazioni. Ai soggetti è stato chiesto di dichiarare il loro grado di accordo graduando la risposta in relazione alla scala suggerita (scala Likert pentenaria): ***strongly disagree – disagree - agreed - strongly agree.***

Once the instrument had been set, it was delivered to the entire population, choosing the digital format (Google forms) for employees and the paper format for workers. Once the data obtained from filling in the questionnaire was collected, it was subjected to quantitative processing, which allowed for an analysis of the data.

We proceeded by analysing the findings with reference to the entire population of the company and proceeding by areas.

The response rate was positive: 86% (the questionnaire was voluntary and anonymous).

This is the result of the areas investigated:

Training
68,30%

Evaluation
63,33%

Sense of Belonging
85,79%

My Remuneration
41,78%

**Inclusion and fairness in
behaviour**
92%

Health and Safety
86,67%

Organisation and Change
66,11%

My Boss
80,09%

Stress
78%

Work/Life Balance
54,52%

My Work
82,96%

My Unit
86,66%

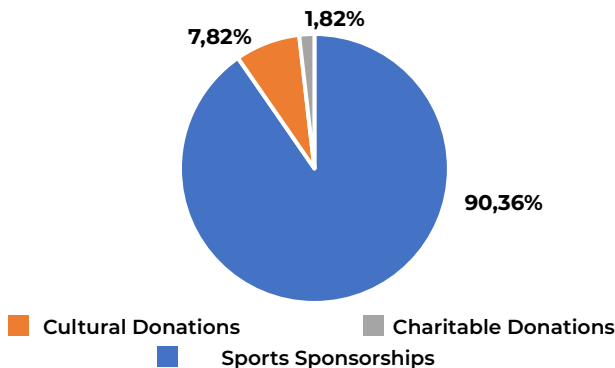
The results obtained, overall more than positive, as 11 out of 12 areas exceed 50 per cent positive feedback, and will be useful for the year 2024 in order to set up improvement strategies regarding the maintenance of a positive corporate climate.

3.6 Supporting local communities and the territory

Alberti e Santi supports the social, cultural and economic development of the communities in which it operates. For years now, through donations and sponsorships, the company has been actively supporting a variety of entities and associations that seek to promote sports, inclusion and solidarity. It is also committed to evaluating, according to the internally established procedures, requests **for contributions and sponsorships coming from entities and associations of cultural, sport, solidarity and social relevance, in support of the local community and the territory.**

Total monetary value of the donations/sponsorships (Euro)	
Year 2023	515.195 euro
Year 2022	425.890 euro
Year 2021	137.700 euro
Year 2020	138.200 euro

Distribution of donations/sponsorships by area of intervention in 2023



Fiorenzuola Bees - Alberti e Santi is the main sponsor of A.S.D. Pallacanestro Fiorenzuola 1972, the Fiorenzuola d'Arda basketball team, which plays in the national league Serie B Old Wild West and has been strongly linked with the Alberti Family for fifty years. Today Stefano Alberti is President of the team and Fabio Alberti is Honorary President of the team. The social impact of the club is embodied in its youth sector numbering more than 200 members and in its active presence in elementary schools in several towns in the Arda Valley through educational/sports projects and summer camps.



Festival Illica - Alberti e Santi sponsors, in the charming medieval village of Castell'Arquato, Festival Illica, a musical event dedicated to the illustrious figure of opera librettist and journalist Luigi Illica (1898 - 1919 - born in Castell'Arquato).

The review includes concerts, performances and moments of in-depth study. During the 2023 edition, the opera "Nozze Istriane" by Antonio Smaraglia to a libretto by Luigi Illica was performed.

3.7 Promoting training in logistics and transport

Alberti e Santi strongly believes in the importance of training, not only in the logic of corporate training for its employees but also with a focus on the younger generation. The world of work in this last decade has become more and more volatile and selective: in a globalized market where digital transformation takes place, disrupting many of the existing professions and creating new ones, it is necessary that the training offerings also fit the context. Hence, the need to create an ideal bridge between the theoretical skills learned during schooling and the practical and operational skills that are increasingly required in the workplace.

Within this context, as a company working in the logistics sector, we are convinced that higher technical education institutes (ITS) can be a valid answer to develop human capital and win future challenges. In particular, Alberti e Santi is one of the 22 members of the Foundation ITS for Sustainable Mobility and Logistics, whose main aims are the promotion and diffusion of technical and scientific culture, starting from the integration of education, training and employment systems.



The ITS for Sustainable Mobility and Logistics is proposed as a special School of Technology, has an autonomous legal configuration in the form of a Participation Foundation, and is deputed to carry out two-year post-diploma courses of high specialisation for the training of Higher Technicians in the technological area of logistics and goods mobility for the economic development and competitiveness of our territorial system. In fact, Piacenza has been chosen as the seat of the logistics ITS by virtue of its territory's strong vocation for road haulage and logistics and the high level of its educational, professional and university offerings.



Among the Foundation's main aims 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 higher technicians at post-secondary level in relation to figures that meet the demand from the public and private labour market;
- support the integration of education, training and labour systems, to spread technical and scientific culture;
- support measures for innovation and technology transfer to small and medium- sized enterprises;

- promote the orientation of young people and their families towards technical professions;
- establish organic relations with inter-professional funds for continuous training of workers.

During 2023, Alberti e Santi collaborated with the 1st year students of the ITS for Sustainable Mobility and Logistics through project work in the field of sustainability and in October 2023, together with other companies operating in the same sector, it became a testimonial in the promotion of the new two-year study course starting at the end of the year.

In addition to its role within the ITS described above, Alberti & Santi also promotes the dissemination and training of the younger generations through the following initiatives:

Dal Giocattolo alla Realtà: In the 2023 edition of Dal Giocattolo alla Realtà the students of the fifth grade of the Logistics Expert course of ITIS Marconi of Piacenza were involved in a project entitled: "Artificial intelligence in the world of transport". 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 take a leap into the future, when the students will be adults.



The drafts of each project were presented at the Alberti and Santi headquarters and assessed by a technical committee consisting of:

- The Deputy Mayor of Cortemaggiore (PC);
- The Councillor for Education and Youth Policies of the Municipality of Fiorenzuola d'Arda;
- Two representatives of the Alberti and Santi company;
- A representative of the F.lli Cattadori company.

"SME Day" Adhesion to the "SME Day" 2023 organised by Confindustria in which Alberti e Santi hosted an eighth grade class from the Villanova sull'Arda (PC) secondary school at the company facilities. This initiative is aimed at providing orientation and bringing young people closer to the world of work in the transport and logistics sector.

Alternanza Scuola Lavoro: Alberti e Santi engages with various school institutes to promote Alternanza Scuola Lavoro initiatives, not only with regard to the Italian branch but also with reference to the foreign branches. Specifically, at the Cortemaggiore site we hosted a 3rd grade student from the E. Mattei School in Fiorenzuola d'Arda and at the Gyor site (Hungary) a 5th grade student from the G. Marconi Institute in Piacenza.

Università Cattolica del Sacro Cuore Piacenza campus: participation in the open day for all enrolled students; University of Parma: Alberti e Santi hosted three students as part of their three-year studies; In cooperation with CISITA Parma, Alberti e Santi hosted the students enrolled in the IFTS course "Technician for the Planning of the Logistics and Integrated Warehousing, Transport and Shipping Cycle"; for a morning dedicated to exchange and discussion.

Chapter 4

Environmental Sustainability



4.1 Managing and monitoring greenhouse gas emissions



Alberti e Santi's commitment to monitoring the main emissions generated by the company's activities takes the form of identifying possible critical aspects and defining continuous improvement initiatives. With reference to the years 2021 and 2022, the company has carried out an **active 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 characterise greenhouse gas **(GHG)** emissions through Scope 1 and 2 of the GHG Protocol, quantifying them in terms of CO₂ equivalent.

By characterising the emissions linked to the core business of transport and the activities carried out within the Cortemaggiore plant in the province of Piacenza, in the form of energy vectors used on site, we intend 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 implementation 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 provides calculation methods for quantifying emissions.

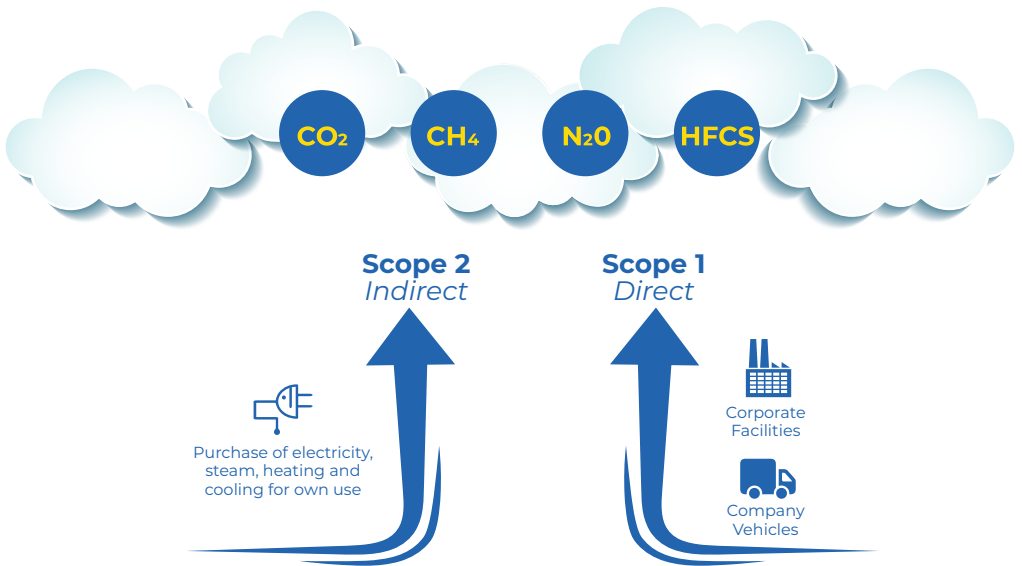
For the purpose of calculating scope 1 and scope 2 emissions, the following contributions to emissions were analysed to be attributed to Alberti and Santi:

- Natural gas
- Fuel use of heavy transport vehicles
- Control of gas leaks from heat pump systems in the plant
- Refrigerant gas for air conditioning in vehicle interiors
- Fire-fighting systems
- Gas consumption for welding- Electricity
- Materials used in the workshop (paints, thinners, sprays, vehicle cleaning products)

Operating Perimeter	
Scope 1	This 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, fire protection systems and industrial gases purchased
Scope 2	This includes emissions from: <ul style="list-style-type: none">- Purchasing electricity

The Emissions of Alberti e Santi

Emissions quantified through Scope 1 are direct greenhouse gas (GHG) emissions from sources controlled or owned by Alberti and Santi. Emissions considered in Scope 2, on the other hand, are indirect GHG emissions associated with the purchase of electricity, steam, heat or cooling.



Scope 1 and Scope 2 emissions from Alberti e Santi

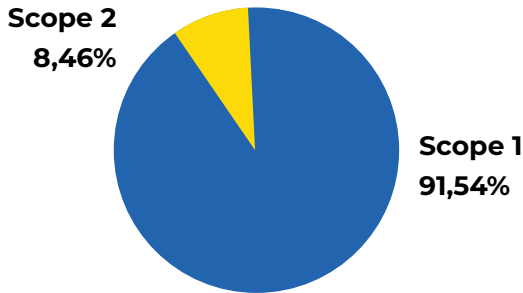
Scopes and Categories	2021		2022		2023	
	Emissions (tCO₂,eq)	% of total	Emissions (tCO₂,eq)	% of total	Emissions (tCO₂,eq)	% of total
Scope 1: Direct emissions from controlled						
Stationary combustion of natural gas	21,52	1,64%	18,37	1,39%	15,05	0,93%
Mobile combustion on wheels	1120,34	85,42%	1145,06	86,84%	1469,79	90,36%
Fugitive emissions from refrigeration/air conditioning systems (heat pumps)	0	0%	0	0%	0	0%
Fugitive emissions from refrigeration/air conditioning systems (heat pumps) ne/air conditioning (Mobile Air Conditioning)	6,01	12,48%	9,80	0,75%	4,00	0,25%
Fugitive emissions from equipment firefighting	0	0%	0	0%	0	0%
Fugitive emissions from industrial gases purchased	0,01	0%	0,01	0%	0	0%
Scope 2: Indirect greenhouse gas emissions from electricity, heat and steam purchased and consumed by the organisation						
Electricity consumption	163,62	12,48%	145,30	11,02%	137,73	8,46%
Total Scope 1 & 2 Emissions	1311,50	100%	1318,54	100%	1626,57	100%

The results of the analysis conducted show that the largest contribution to greenhouse gas emissions is related to the road transport business, as transport is the core business of Alberti e Santi, which operates on a large scale and internationally.

In order to improve this aspect, which has an impact of more than 90% on the year 2023, improving the specific emission of vehicles, and therefore their environmental class. Consistent with its investment policies, Alberti e Santi plans, in line with the trend already in place, a continuous modernisation of its vehicle fleet with purchases of more efficient and less polluting engines. The increase in scope 1 emissions is mainly attributable to an increase in the company vehicle fleet in line with business growth.

As far as scope 2 emissions are concerned, there is a decrease in 2022 and a further decrease in 2023 mainly due to energy efficiency initiatives in the company's headquarters.

Distribution of emissions for the year 2023



In order to continuously improve its awareness of the overall emissions generated by the company's activities, Alberti e Santi has mobilised itself to implement a timely measurement of **its scope 3 emissions**, i.e. other indirect emissions from upstream and downstream activities of the organisation, including emission sources that mainly originate from the supply chain and are not under our direct control.

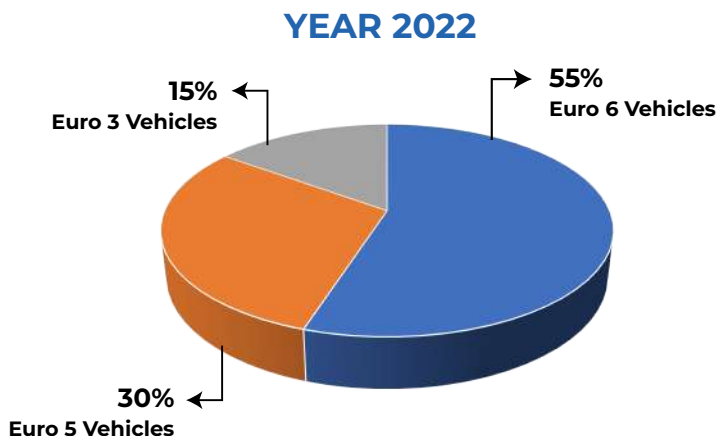
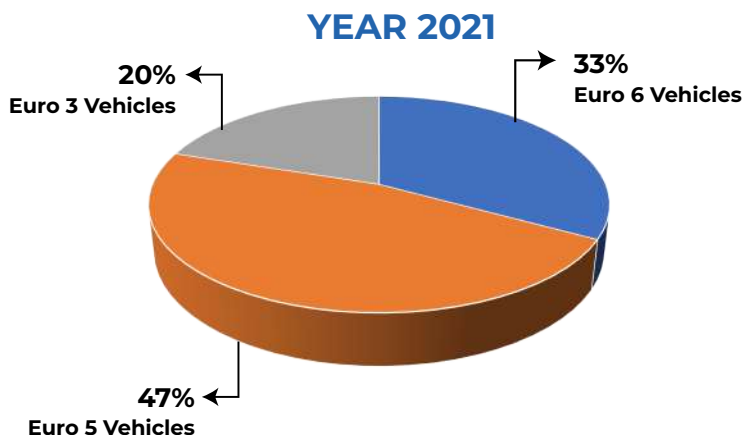
4.2 Sustainable transport management

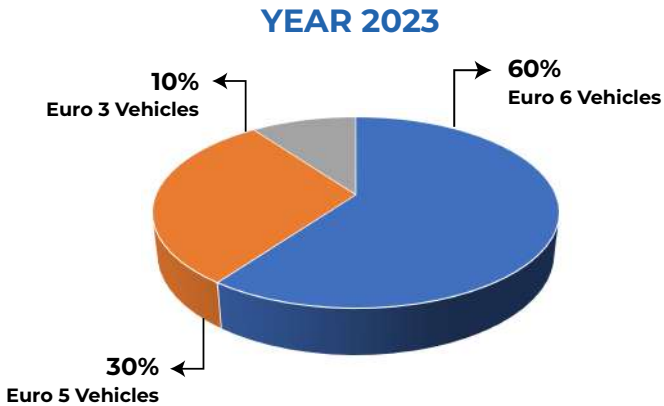
Alberti e Santi pays particular attention to logistics and transport management, a core company activity and an aspect of primary importance in terms of environmental impacts. Our goal is to minimise the environmental impact in terms of emissions and resource consumption, for example by optimising routes and loads.

Alberti e Santi has for several years pursued an environmental improvement programme aimed at progressively replacing the most polluting vehicles with vehicles meeting the latest EURO construction standards.

As proof of the company's commitment to go in this direction, it is important to point out that in 2023 the Alberti e Santi fleet will consist of 20 vehicles, of which 2 EURO 3, 6 EURO 5 and 12 EURO 6 vehicles.

Sixty per cent of the company fleet is made up of EURO 6 vehicles, a percentage that has continued to rise over the period 2021-2023.





Transport efficiency data

The table below shows performance indicators related to transport efficiency. In particular, as can be seen from the data in the table, it is significant to point out that in 2023 Alberti e Santi improved its performance compared to previous years in terms of average fuel consumption per km travelled and specific emissions parameterised to km travelled annually.

Finally, it should be noted that the percentage of **EURO 6 vehicles out of the total fleet increased from 30% in 2021 to 60% in 2023.**

TRANSPORT EFFICIENCY

Performance indicators on transport efficiency	u.m.	2021	2022	2023
Average fuel consumption per km travelled	litres/100 km	31,54	31,34	31,03
Specific emissions, parameterised to km	gCO ₂ ,eq/km	1011,92	977,48	927,09
% euro 6 vehicles out of total company	%	30%	55%	60%

4.3 Gestione delle risorse energetiche

The reduction of energy consumption and the use of more efficient supply systems are decisive challenges in meeting the national and supranational greenhouse gas emission limits of the Paris Agreement, as well as in achieving 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 goal. The company constantly monitors and checks the amount of energy consumption to ensure that adequate levels of efficiency are maintained and to identify any anomalies.

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

Electricity consumption and Scope 2 emissions 2021-2023

ENERGY				
Electricity consumption	Udm	2021	2022	2023
Total consumption of electricity purchased from the grid	kWh	358.369	318.240	301.661
Calculation of emissions from electricity purchase (Scope 2)	CO2eq (ton)	163,62	145,30	137,73

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 certainly fits into this framework.

Once the waste has been properly separated, the company entrusts its management (transport and disposal/recovery) to specialised and qualified providers whose compliance with legislation has been carefully checked.

A part of the waste generated by Alberti e Santi is sent for recovery by the disposer. Alberti e Santi monitors and controls the general trend of waste production in order to detect any deviations that could become critical.

Waste generated in the three-year period 2021-2023

Waste Generated	CER	2021	2021	2023
Hazardous Waste				
Oil	13 02 05*	1.572	950	1700
Packages containing hazardous substance	15 01 10*	9	130	0
Oil filters	16 01 07*	186	213	64
Air filters	16 01 21*	87	50	73
Batteries	16 06 01*	794	702	649

Waste Generated	CER	2021	2022	2023
Non-Hazardous Waste				
Toner	08 03 18	39	83	-
Plastic Packaging	15 01 02	5.940	-	9.940
Wood Packaging	15 01 03	9.560	13.200	53.010
Mixed Material Packaging	15 01 06	18.180	12.280	9.620
Tyres	16 01 03	1.740	1.460	2.020
Ferrous metals	16 01 17	5.620	4.600	3.880

Methodological Note

Following the publication of the Social Reports that Alberti & Santi has been publishing since 2013, this document is the second Sustainability Report aligned with the GRI Standards published by the company. The Report reports data and information on the economic, environmental and social performance and impact of Alberti e Santi. For a correct representation of performance and to ensure the reliability of data and information, the use of estimates has been limited as much as possible.

This Annual Report describes the activities and results of Alberti & Santi for the financial year ending 31/12/2023. Where available, comparative data referring to previous financial years have been reported, with the aim of presenting and making the company's performance comparable over a longer time horizon. By adopting this reporting tool, 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 strategic path of corporate sustainability.

The idea, now widespread and shared by Alberti & Santi, is that companies too can commit themselves and make their own contribution to sustainable development by participating in this challenge and improving their own performance from a sustainability point of view. The Alberti e Santi Sustainability Report will be published annually.

This document has been prepared with reference to 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 GRI Standards that are shown in the table "GRI Content Index" at the end of this Report.

The content identification and disclosure process has taken into account the principles of accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability as defined by GRI (GRI 1). In particular, the topics covered in this document reflect the principle of materiality. The material issues identified by Alberti e Santi for the purposes of implementing increasingly sustainable corporate management are summarised in section "Materiality analysis and stakeholders".

With reference to the identification and measurement of Alberti and Santi's contribution to the achievement of the UN 2030 Agenda's Sustainable Development Goals (SDGs), the following documents/tools were used: the SDG Compass guideline and the SDG Action Manager Tool.

For the preparation of this document, an internal reporting process was structured, which involved the various corporate functions that contributed to the identification and assessment of material issues and to the collection and analysis of data and information, with the role of verifying and validating the contents of their own relevance reported in the Report. The Board of Directors (BoD) of Alberti e Santi has reviewed and approved the contents of this Report.

For additional information regarding this Report, please send a request to: marketing@albertiesanti.net.

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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