



SUSTAINABILITY COMMITMENTS

In Trafital S.p.A. we are aware that a company can be considered sustainable if it is able to have a competitive position with stable returns over time, creating shared values with all stakeholders, measuring business decisions in terms of impacts (economic and otherwise) that they determine, protecting the environment, using resources efficiently and communicating the sustainability impacts of its business model to its stakeholders. We have therefore developed a corporate sustainability philosophy that stimulates innovation and business growth, with the aim of generating shared value among all stakeholders. Our commitment to sustainability can be summarized in the following key topics and fundamental principles:

3 GOOD HEALTH AND WELL-BEING



We are constantly committed to improving the occupational health and safety conditions of our employees, contractors and third parties.

We respect the standards, local, national and supranational regulations in force to protect human rights, committing ourselves to spreading a responsible business culture in all our activities and along the entire value chain.

We are committed to complying with the laws relating to anti-corruption and the rules governing employment, collaborating transparently with all our stakeholders.

We apply best practices in the design and / or purchase of plants and equipment, in order to guarantee the reduction of impacts, environmental risks and energy consumption.

Aware of the enormous importance of renewable energy in terms of efficiency and respect for the environment, we have invested in the generation of clean energy.

We help reduce energy consumption by promoting the use of natural resources in favor of renewable energy.

7 AFFORDABLE AND CLEAN ENERGY



Energy produced



8 DECENT WORK AND ECONOMIC GROWTH



We consider our employees a strategic resource and we want to take care of them so that they are stimulated to provide a valuable service to customers and the company, through constant attention to the quality of relationships with workers and the development of human resources and skills .

We believe in the value of human capital, enhancing and supporting the development of individual skills, fostering professional growth and sharing of knowledge, through personalized training courses.

We guarantee adequate standards of health and safety in the workplace and promote responsible behavior by all employees and external personnel.

We respect the personality and dignity of each individual and believe in the enhancement of diversity, we reject any form of abuse and discrimination, we protect the right and freedom of association and collective bargaining, in compliance with national laws.

We do not tolerate the exploitation of minors within our facility and we do not commit or support child labor as defined by international standards; furthermore, we oppose all forms of exploitation of workers.

We promote the research, development and construction of new innovative machinery, the so-called Industry 4.0, that contributes to the energy efficiency of the production process and the reduction of waste.

We are committed to generating sustainable profitability through efficient management of all processes and all production resources.

We stimulate the digitalization process through constant investments in technologies, tools and strategies, with the aim of spreading a corporate cultural approach that is prone to change.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



11 SUSTAINABLE CITIES AND COMMUNITIES



We promote a proactive dialogue with companies in the neighborhood and with institutions, with the final goal of encouraging the development of digitalization by carrying out consultation, information and involvement initiatives.

In the selection of employees who live in the district, we are committed to supporting the economic and social development of the communities to which we belong, and to guaranteeing transparent communication with all our stakeholders.

We participate in initiatives of voluntary bodies aimed at promoting the inclusion of disadvantaged people in the community and mobility services for people with disabilities.

We favor the creation of stable and long-term collaborative relationships with suppliers, acting with transparency, integrity, impartiality and contractual fairness.

We promote the adoption of socially responsible behavior towards suppliers, in accordance with international standards and principles on the subject of individual dignity, working conditions, health, safety and the environment.

We favor purchases from suppliers located in our territory and / or in neighboring regions, in order to reduce energy consumption and the levels of pollution produced by transport.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



We guarantee compliance with all obligations regarding the environment, whether of legislative or regulatory nature or deriving from voluntary agreements or commitments. In our choices, we take into consideration all the risks related to climate change, CO2 emissions (carbon dioxide), air and water pollution, waste and deforestation.

We ensure the training and awareness of employees on environmental and energy issues.

We manage optimally the waste produced and promote its reduction and recovery or recycling.

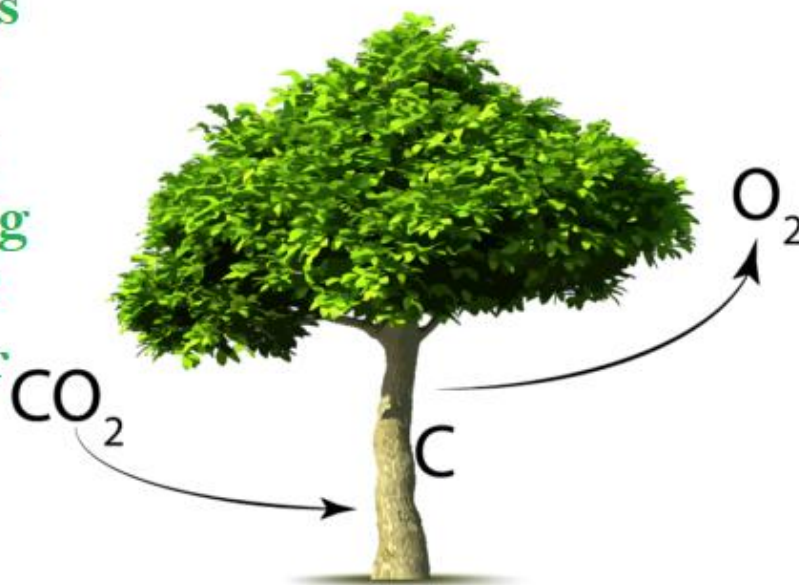
We own a wooded area of 12,000 square meters and are committed to its protection, conservation and care, recognizing its significant value in terms of a source of renewable resources and habitat of flora and fauna.

In our forest there are about 500 trees of different species that help to absorb carbon dioxide.

A hectare of wood like ours absorbs, in a year, the CO2 produced by a car that travels about 80,000 km and produces oxygen for 40 people every day.



**500 trees
absorb
approx
25.600 Kg
of CO₂
per year**



Furthermore, we will try to carry out an ambitious project, that is to reduce paper to the minimum possible consumption, pushing further in the direction of the digitization of all management activities and, in any case, replacing the necessary paper with recycled paper.

A ton of paper requires a quantity of virgin cellulose contained in 15 trees, 7,600 kWh of electricity and the consumption of over 400,000 liters of water.



In Italy, in 2019, the paper industry had a total material consumption of 10.08 million tons, for the production of 8.9 million tons of products.



We have adopted a traditional governance system that reflects the corporate composition of our founders and is based on a correct balance between best practices and the peculiarities of our business.

We attach importance to transparency and sharing in management choices; we are oriented towards adopting reliable styles of behavior in order to create a relationship of trust with our stakeholders.

Our action is oriented towards compliance with the principles of Governance, Risk and Compliance sanctioned both at national level and according to international standards.

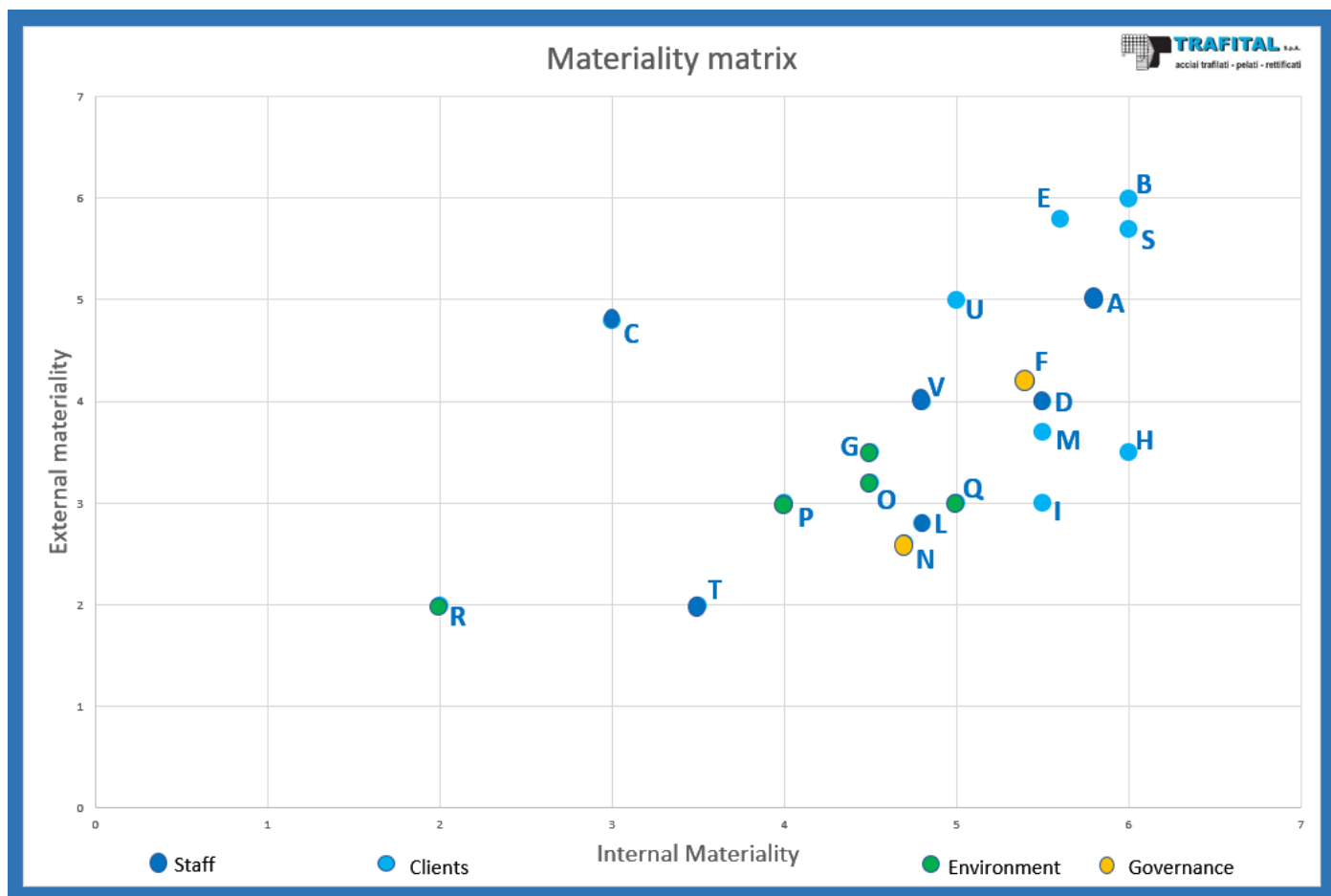
To this end, we collaborate proactively and transparently in the control and review procedures, we monitor the behavior of top management and the company in terms of compliance with the law and ethics.

We adopt an integrated approach to risk management, involving and sensitizing the Board of Directors in this regard; we have developed an integrated management model of strategic and operational processes with the aim of supporting informed decision-making processes and fostering accountability on governance at all company levels to adapt to the dynamics of the context of a constantly evolving market and increase competitiveness.

OUR MATERIALITY MATRIX

The principles underlying the sustainability measurement of our business are represented in the matrix below. The data is taken from assessments of the company management and the various stakeholders involved.

In it we highlight the objectives on which we are committed to work with a view to continuous improvement.



LEGEND

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|--|---|
| A. Quality of relations with employees | M. Occupational health and safety |
| B. Product quality and safety | N. Fight against corruption |
| C. Employment and dialogue with the social partners | O. Energy efficiency and emissions |
| D. Staff training and development | P. Management of water resources |
| E. Customer satisfaction | Q. Fuel management |
| F. Creation of economic value | R. Protection of biodiversity |
| G. Responsible consumption and waste management | S. Data security e customer privacy |
| H. Responsible management of the supply chain | T. Protection of human rights |
| I. Responsible selling | U. Innovation |
| L. Equal opportunities | V. Evaluation of personnel and remuneration policies |