



**Policy HSE**

# Mission

We offer innovative and customized solutions for our customers in the field of logistics and transport of bulk products.

We are committed to ensuring maximum efficiency in supply chain management, maintaining high standards of safety and quality of service. We promote the diversification of our activities, expanding our portfolio of services to meet the everchanging market needs.



Efficiency



Maximum security



Quality of service



# Vision

Our vision is to constantly improve our customers' experience, relying on the skills and professionalism of our colleagues, and with the use of cutting-edge technologies in the field of logistics and transport, guaranteeing the well-being of our employees and actively contributing to the reduction of polluting emissions.



Experience and skills



Employee well-being



Reduction of POLLUTANT emissions

# Our values

We are aware of our role as players in the transport sector, and of the responsibility this entails towards the environment and the society in which we operate.

We therefore want to contribute to the creation of a more sustainable future for ourselves and for the generations to come, without losing sight of the efficiency and quality of the service we offer to our customers.



Responsibility



Sustainability



Passion



## POLICY HSE

1. Quality policy
2. Alcohol and drugs policy
3. Health policy
4. Security policy
5. Sustainable development and energy efficiency policy
6. Environmental policy
7. Road traffic safety policy
8. Social responsibility and human resources policy

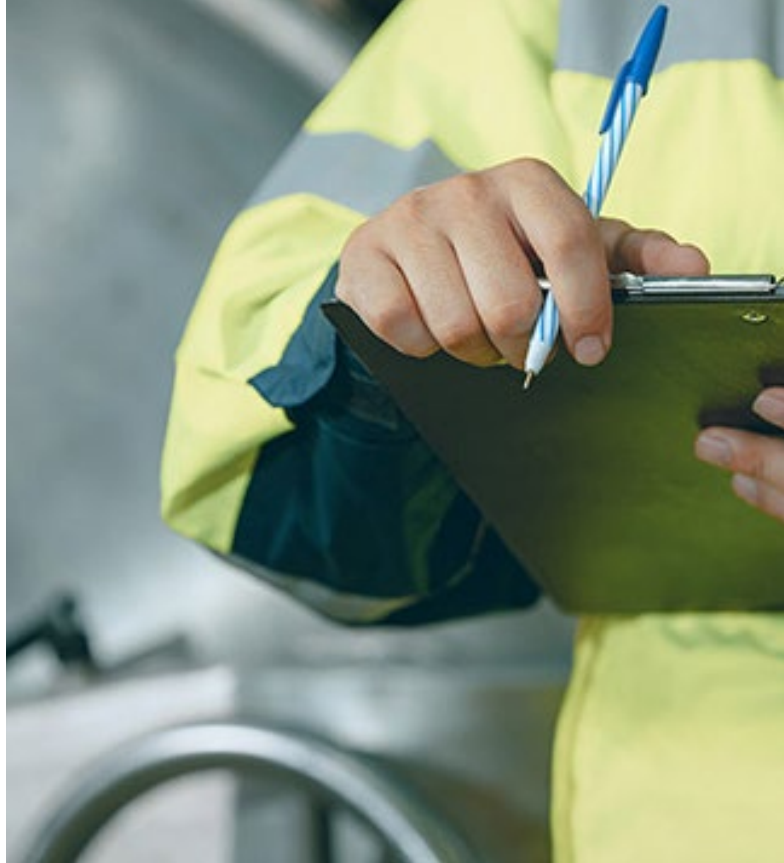
# QUALITY POLICY

**SBG places the Customer and their complete satisfaction** at the center of its activity, offering and adapting all the typical processes of the different phases of service and delivery, paying attention to their particular needs by monitoring the processes, and the achievement of the objectives agreed in the contractual phase.

## SBG UNDERTAKES

In the continuous use and review of an integrated management system, built in order to guarantee high standards of quality and professionalism of personnel and processes related to the performance of work.

Ensure that this Policy is understood, shared, implemented and maintained at all levels of the organization.

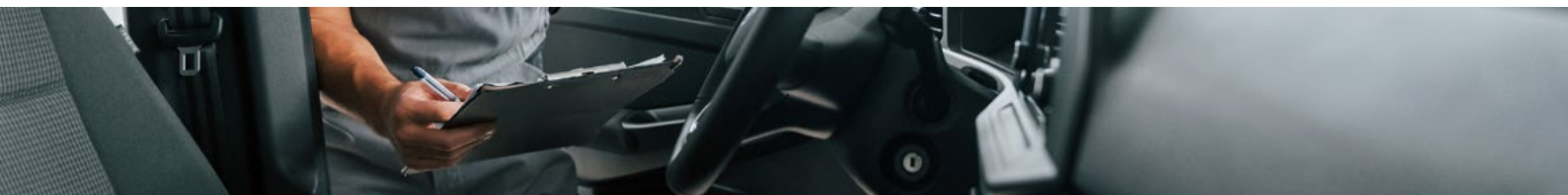


## OUR MAIN OBJECTIVES

- 1 Achieve the continuous improvement** of the image and reputation on the market and therefore increase the number of customers, also through the territorial expansion of the company and the entry into new market areas.
- 2 Satisfaction of stakeholders** (employees, customers, suppliers).
- 3 Respect explicit and implicit contractual commitments;**
- 4 Excelling in terms of efficiency, performance, reliability, service and image;**
- 5 Adopt the most modern customer support techniques**, through constant **training and updating** of company management and employees who hold positions of responsibility.
- 6 Operate in compliance with the law.**
- 7 Circulate this policy** to all levels of the organization through training meetings and presentations within the premises, in order to ensure its understanding by all interested parties.

## TO ACHIEVE ITS OBJECTIVES, GBS IS COMMITTED TO

- **Ensure correct and appropriate training** and information of personnel at all levels through specific training programs.
- **Maintenance and continuous adaptation of vehicles** and work tools
- **Distribute to all interested parties (employees, customers, suppliers)** their ideas and objectives;
- **Seek continuous improvement** through direct comparison and involvement of stakeholders;
- Constantly review its processes and periodically define measurable objectives, in compliance with the strategic objectives defined above.
- **Establish measurable objectives and indicators**, during the periodic review by the management; in order to adequately monitor its Organization;
- **Communicate and share objectives with all staff;**
- **Maintain active and continuously improve the effectiveness of the Company Management System**, a tool used to keep the progress of processes and therefore of the company under control;
- **Circulate and support this Company Policy** with the most suitable resources and means, constantly verifying its application;
- Encourage every person in the company to promote **initiatives and ideas aimed at pursuing corporate objectives to support the improvement of the company.**



# ALCOHOL AND DRUGS POLICY



**It is SBG's policy to strive to maintain a safe, healthy and productive working environment for all its employees.**

SBG GROUP recognises that the use of alcohol and drugs by employees affects their physical and mental state and puts their own health, safety and that of colleagues and third parties who interact with their business at risk.

The use, possession, distribution or sale of alcohol and narcotic substances, or substances subject to control and not prescribed by the doctor, on the premises of the company, is strictly prohibited and constitutes grounds for appropriate disciplinary action.

The company supports those who believe they are addicted to or abuse the aforementioned substances to seek medical advice and to follow appropriate therapeutic treatment without delay and before their condition may adversely affect their ability to work and be of danger to their own safety, work colleagues or third parties, as well as to the safety of the facilities.



## **SBG RECOGNISES ALCOHOL AND DRUG ADDICTION AS A TREATABLE CONDITION.**

- SBG undertakes to inform employees about the risks associated with the intake, abuse and dependence of alcohol and drugs.
- SBG, through the personnel office, is available to employees who deem it necessary to consult it for any information and for an active collaboration for the purpose of a more effective recovery.
- SBG ensures in this sense that employees will be assisted by all the guarantees provided for by current legislation, legal and contractual, and in absolute respect for the dignity of the person.
- SBG in compliance with current legislation will perform the medical checks required by the health protocols for tasks at risk and for which the legislation provides for the verification of the absence of alcohol dependence and drug addiction

**SBG in compliance with current legislation will remove the worker from activities, which for health reasons compromises the person in relation to their physical and mental state exposing them to unacceptable risk, and conditions.**

**During work, the intake of alcoholic beverages, drugs or similar substances is prohibited.**

It is also recommended that, consistently, employees avoid taking them even outside the working period if the consequent effects may persist during the next work performance.

SBG reserves the right to carry out unannounced checks on the existence of drugs and alcohol on its premises and to request the competent authorities to remove from its premises the personnel of third parties who are in a situation at risk, as highlighted above.



# HEALTH POLICY

## IT IS SBG'S POLICY

- 1 Identify and assess health risks** associated with its activities and which may potentially involve all stakeholders including its employees, external suppliers and the community at large.
- 2 Implement programs** and adequate protective measures to control these risks, including the appropriate surveillance of its potentially exposed employees.

- 3 Provide** safe and healthy working conditions in order to prevent work-related diseases and injuries.
- 4 Circulate appropriately**, to persons or groups potentially exposed to the scientific community, their knowledge on health risks obtained from their occupational medicine programs and related risks.



## THEREFORE, IT IS SBG'S COMMITMENT

- **Ensure** the protection of the health of the individual and others through a programme of periodic visits, as established in the field of occupational medicine, or by means of a programme of preventive visits on a voluntary basis.
- **Ensure** or make available the health services necessary for the first treatment of occupational diseases or accidental events of employees and for the management of any emergencies in health matters.
- **Comply** with all legal and other requirements and where these do not exist, stick to your experience in the field and your sense of responsibility.
- **Liase** with government agencies and other institutions to develop laws, regulations and standards based on sound scientific principles and risk assessment. Promote and support research to broaden knowledge of the health effects of its operations.
- **Carry out** appropriate reviews and evaluations of its operations to quantify progress and ensure compliance with this policy.
- **Verify the suitability of the employee for the work performed in practice, ascertained in the forms of law and according to the health protocols in place**, providing to implement the prescriptions of occupational medicine to ensure suitable working conditions to safeguard the health and safety of workers.
- The removal of the worker from activities which, for health reasons compromises this person, exposing them to unacceptable risk conditions, providing for the use, where possible, for another task.



## In line with this policy, SBG deems it appropriate to provide preventive treatment programs that allow employees to improve their health, work capacity, productivity, and personal safety.

These programmes, which may include regular medical examinations, vaccinations and reductions in risk factors, are appropriately adapted to local situations and will be conducted according to the following principles:

- The programmes provided by SBG complement, but do not interfere with, the employee's responsibility to provide medical care.
- The participation of the employee in the company's health programs will be voluntary, with the exception of medical examinations and examinations required by law aimed at ensuring the safety of the employee and that of others.
- Any personal information collected as part of these programs will be protected by professional secrecy unless specifically requested by the employee or in the circumstances specifically provided by law. (i.e. GDPR).

# SECURITY POLICY



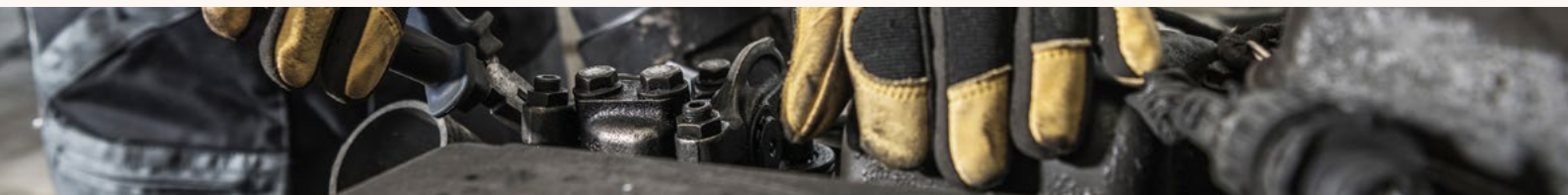
## OUR MAIN OBJECTIVES

- 1 It is SBG's policy to conduct its activities and provide its services in such a way as to safeguard the safety of its employees, third party, customers and communities by providing safe and healthy working conditions.
- 2 It is SBG's policy to devote every effort to prevent work-related injuries, illnesses, all types of accidents and injuries thanks to the collaboration of each employee and other stakeholders.
- 3 SBG continuously undertakes to identify, eliminate and/or reduce situations related to the provision of its services to acceptable levels of risk in order to eliminate hazards and reduce risks to health and safety at work.
- 4 SBG is therefore committed to the continuous improvement of the safety and health system in order to achieve increasingly performing performance in this field.
- 5 SBG is committed to ensuring that workers and their representatives become an integral part of the continuous improvement process through their continuous consultation and participation.



## THEREFORE, IT IS SBG'S COMMITMENT

- **Keep its work** tools and equipment in perfect working order, adopt business organization systems, provide training of its personnel and conduct its operations in such a way as to safeguard people or property.
- **Identify and manage** the risks associated with its services and not carry them out if it is not possible to ensure an adequate level of safety for people and the environment.
- **Indicate** specifically the precautions to be taken in the performance of the services.
- **Deal** quickly, professionally, effectively and diligently with any type of emergency or incident that may occur during its activities, liaising with trade organizations and government bodies in charge.
- **Meet related** and other applicable requirements, Cooperate with government bodies and trade associations in order to develop laws and regulations; If laws and regulations do not exist, it adhere to individuals standards with a sense of responsibility.
- **To develop**, on the basis of the laws and suggestions of the competent institutions, internal regulations based on sound scientific principles and risk assessment.
- **Stimulate and promote** all research that can help to expand the knowledge of the risks deriving from its operations and the effects of the products transported on health by bringing to the attention of employees, third party associate, government bodies, and in general all those who may be involved.
- **Establish** the role and responsibility in the field of safety at work for each employee or external party involved in their activities, encouraging safe behavior even outside the work environment.
- **Periodically monitor** safety activities in order to carry out appropriate reviews and evaluations to quantify progress made and ensure compliance with this policy.
- **Promote the reporting of anomalies and near misses.**



# SUSTAINABLE DEVELOPMENT AND ENERGY EFFICIENCY POLICY

It is SBG's policy to direct the company's growth in compliance with sustainable development, developing its organization and activities in order to maintain and extend its performance in the long term through a balance of economic-financial interests with social and environmental ones.

It is SBG's policy to reduce the environmental risks associated with the environment through the technological improvement of vehicles and infrastructures.

## SBG IS CONTINUOUSLY COMMITTED TO INTEGRATING INTO ITS ORGANIZATION

Development that meets the needs of current generations, without compromising the ability of future generations to meet their own needs.

Processes in which the exploitation of resources, the direction of investments, the orientation of technological development and institutional change are all in harmony, and increase the present and future potential for the satisfaction of human aspirations and needs.

Processes and activities carried out with as little risk to the environment as possible.



## THEREFORE, IT IS SBG'S COMMITMENT

- **Sensitize** all stakeholders in the protection of the environment through the reduced and conscious consumption of environmental resources.
- **Constantly renew** the fleet in order to reduce the impact of emissions related to transport activities.
- **Monitor consumption** and environmental impact of its activities with particular attention to developing its business in line with national energy transition objectives.
- Encourage and **prefer the recycling** of waste produced and its management in compliance with current legislation and minimizing their impact on the environment.
- **Purchase vehicles and equipment with lower energy consumption and lower polluting emissions** (GHG), fuels and tires that guarantee a balanced life/fuel consumption ratio, equipment with high energy efficiency; encouraging the purchase of energy from renewable sources for their needs.
- Manage and modernize its assets by evaluating technical solutions to increase their energy classes.
- Organize company purchases in order to direct choices in a conscious way towards **solutions with a lower impact on the environment**.
- **Liaise** with customers and suppliers who share their policy and principles.
- **Train** staff in environmental matters.
- **Define intervention procedures** in the event of an environmental emergency with distribution to all interested parties.
- **Disseminate this policy** to all levels of the organization through training meetings and presentations within the premises, in order to ensure its understanding by all interested parties.
- **Continuously** review the environmental risks related to the activities carried out in order to reduce them through continuous improvement programs.

# ENVIRONMENTAL POLICY

It is SBG's policy to carry out its activities in a manner compatible with the balance between the environmental and economic needs of the communities in which it operates.

In addition, it is SBG's policy to comply with all applicable laws and regulations and, where laws and regulations do not exist, to adhere to individual standards with a sense of responsibility.



- 1 SBG strives in all its activities to make continuous efforts for its results in the field of environmental protection.
- 2 SBG encourages attention and respect for the environment; It emphasizes the responsibility of each employee for environmental outcomes and ensures that appropriate operational practices and staff training programs are implemented.
- 3 SBG communicates with the outside world on environmental issues and shares its experiences with others in order to contribute to the improvement of the environmental performance of the sector.

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## THEREFORE, IT IS SBG'S COMMITMENT

- **Respecting** the environment by committing itself to pollution prevention, through the continuous search for operational and management solutions aimed at minimizing impacts on the environment.
- **Undertake to comply with applicable legislation** and the remaining compliance obligations signed in environmental matters and in the implementation / maintenance of its Integrated Management System.
- **Collaborate with government agencies and trade organizations** to facilitate the timely development of effective environmental laws and regulations, based on sound scientific principles, risk assessment and cost-benefit analysis.
- **Purchase vehicles and equipment with lower energy consumption and lower polluting emissions** (GHG), fuels and tires that guarantee a balanced life/fuel consumption ratio, equipment with high energy efficiency; encouraging the purchase of energy from renewable sources for their needs.
- Carry out its activities **taking into account the potential impacts on sensitive areas and biodiversity** in order to evaluate actions to minimize potential impacts on them.
- **Use suppliers who share our policy** and who guarantee not only compliance with current legislation in environmental terms but a concrete commitment to minimize the controlled disposal of consumables (batteries, tires, used oils, fire extinguishers) to their environmental footprint.
- Respond quickly and effectively to incidents that may occur in the course of its operations, cooperating with the relevant authorities and government bodies.
- **Carry out appropriate environmental safety checks to ensure compliance** with this policy.
- **Conduct appropriate reviews and evaluations** of its operations to quantify progress and ensure compliance with this policy.





# ROAD TRAFFIC SAFETY POLICY

It is SBG's policy to conduct its activities and provide its services in such a way as to safeguard the safety of its employees, third party associates, its customers and communities through the continuous improvement of its performance in terms of road traffic safety.

SBG strives to ensure that workers and their representatives become an integral part of the continuous improvement process through their continuous consultation and participation.

SBG promotes the prevention and minimization, where technically possible and economically sustainable, of the risk of road accidents during work activities and on the way to work.

It is SBG's policy to devote every effort to prevent any type of accident and injury thanks to the collaboration of each employee.



## THEREFORE, IT IS SBG'S COMMITMENT

- **Implement** and maintain an effective Road Traffic Safety Management System according to the requirements of ISO 39001.
- **Continuously seek** the improvement of the performance of the Road Traffic Safety Management System and the orientation towards prevention.
- **Comply** with current legislation as well as any mandatory and technical regulations applicable to the Road Safety system.
- **Ensure** adequate training for its workers to increase their qualification and keep attention high on Road Safety.
- **Implement** every effort in organizational, operational and technological terms and there is maximum involvement of stakeholders to prevent road accidents.
- **Ensure** regular maintenance of its vehicles, favoring preventive checks, in order to guarantee maximum reliability.
- **Share** road safety objectives within the company to encourage the involvement of personnel and the reporting of potential hazards.
- **Ensure** the active involvement of management who exercise leadership roles in raising awareness, awareness, information and training of all staff, so that they too can guarantee a proactive and relevant contribution to achieving company objectives.
- **Periodically** monitor safety activities in order to carry out appropriate reviews and evaluations to quantify progress made and ensure compliance with this policy.
- **Ensure** the preparation and dissemination of specific emergency procedures to stakeholders involving all levels of emergency response.
- **Communicating** and **collaborating** with customers for the provision of the service in accordance with the principles of the RTS (Road Traffic Safety) and incorporating their requests and principles.
- **Proactively** participate in stakeholder projects and initiatives.



# SOCIAL RESPONSIBILITY AND HUMAN RESOURCES POLICY



SBG is convinced of the importance of a correct and transparent management of its “human heritage” and the awareness of all stakeholders to respect the principles of Social Responsibility.

SBG believes that respect for the personality and dignity of each employee is fundamental for the development of a work environment inspired by mutual trust and loyalty, in compliance with the legal obligations in force in each geographical context and field of activity in which it operates.



## THEREFORE, IT IS SBG'S COMMITMENT

- **Do not use child labor or forced labor**
- **Comply with current national legislation, international conventions and recommendations**, including resolutions of international bodies such as the ILO - International Labour Organization and the UN - United Nations Organization.
- **Respect freedom of association** and the right to collective bargaining among workers.
- **Combat all forms of discrimination** and unequal treatment (in recruitment, pay, access to training, career promotions) based on issues of race, nationality, religion, disability, sex, sexual preference, trade union membership, political affiliation.
- Condemn all illegal conduct likely to conflict with dignity or physical and/or moral integrity.
- Apply the national collective labour agreement in a complete and impartial manner to all employees, paying the established remuneration on time and paying all related social security, welfare and insurance contributions.
- **Ensuring the protection of adoption maternity and paternity, as well as disadvantaged people.**
- **Promote and improve the conditions of safety and physical and mental well-being** of its employees with both preventive and corrective actions.
- **Involve all suppliers** of goods, activities and services and their commitment to social responsibility.
- Condemn any type of physical, verbal, sexual or psychological harassment, abuse, threats or intimidation in the workplace thus ensuring respectful and favorable working conditions in the countries in which it operates.
- It enhances its staff on a meritocratic basis, develops their professional skills according to the principle of equal opportunities and in line with its strategic choices, organizational and production needs, taking into account the training needs of employees.

**SBG believes that all this can contribute decisively to improving the general conditions of management and enhancement of human assets and, to this end, undertakes to send to all interested parties (employees, suppliers, customers, public opinion, trade unions, public authorities and NGOs) a strong message aimed at knowing, respecting and applying the requirements of the SA8000: 2014 standard.**





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