



TRADEM
TRASPORTI - BUNKERAGGI
LOGISTICA - DISTRIBUZIONE

COMPANY POLICY





Tradem S.r.l., a leading company in the road transport sector, specializes in bunkering, logistics, and distribution services for chemical and petroleum products, nationally and internationally.



The core of its business and corporate philosophy is based on the idea that customer satisfaction should be the starting point for every activity carried out by staff.

Tradem's management believes that quality, safety, environment, social aspects, and anti-corruption are fundamental elements in the provision of services and invests significant resources to ensure that they are respected.

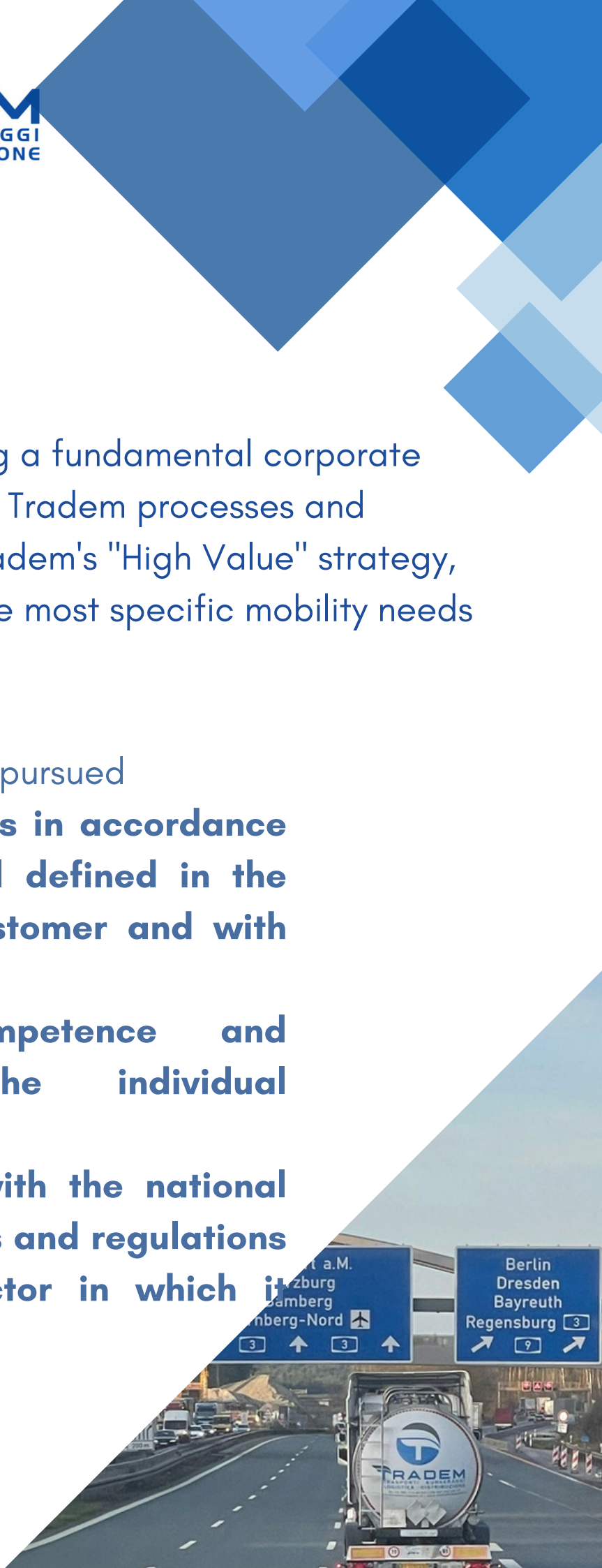


QUALITY

Quality, in addition to being a fundamental corporate value that characterizes all Tradem processes and functions, is the basis of Tradem's "High Value" strategy, aimed at satisfying even the most specific mobility needs of the end consumer.

Macro-objectives pursued

- **carry out the activities in accordance with the quality level defined in the contract with the customer and with internal standards;**
- **increase the competence and awareness of the individual employee's task;**
- **ensure compliance with the national and international laws and regulations in force for the sector in which it operates.**



SAFETY

Safety is a core value that guides all our processes and daily actions. Our safety culture concerns everyone: management, employees, drivers, and stakeholders. Since our business is linked to road transport, the safety and health of workers are linked not only to the active and passive safety devices of our fleet but to an intricate activity of awareness and empowerment of staff.

Macro-objectives pursued

- **Prevention and control of accident risks**
- **Provide safe and healthy working conditions**
- **Encourage workers to participate in decision-making processes within the management system and to promote awareness in the field of occupational health and safety**



ENVIRONMENT

Tradem SRL is committed to reducing the environmental impact of its offices and transport activities and is unreservedly committed to mitigating climate change and the negative impact that this phenomenon has on people's lives in Italy and around the world.

Macro-objectives pursued

- **Minimize the contribution to pollution by reducing carbon dioxide emissions through:**
 - **better route management;**
 - **GPS tracking;**
 - **fuel-efficient driving;**
 - **reduction of stops with the engine running;**
 - **vehicle fleet renewal;**
- **monitor and reduce energy consumption;**
- **minimize the contribution to pollution by reducing waste generation through reduction, reuse, and recycling (where possible).**

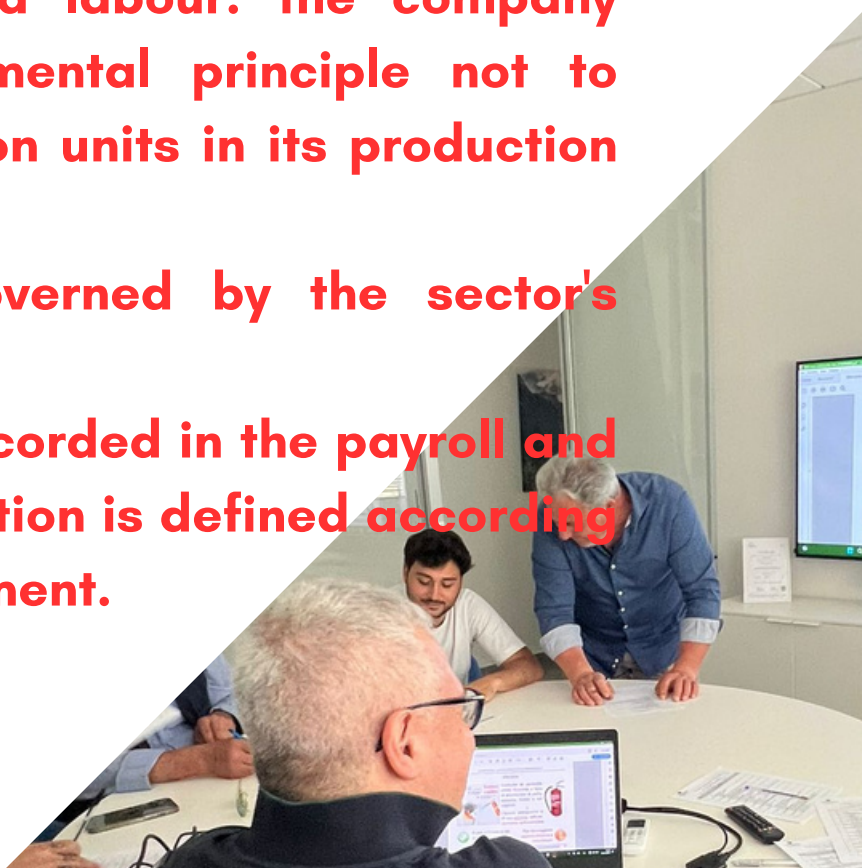


SOCIAL

Tradem SRL is actively committed to ensuring a serene work environment free from unnecessary risks and training employees on social issues.

Macro-objectives pursued:

- **with reference to discrimination: the company prevents and addresses all forms of harassment and discrimination in all aspects of work practices, adopting a policy of equal pay for gender.**
- **with reference to child labour: the company assumes as a fundamental principle not to include minor production units in its production units.**
- **working hours are governed by the sector's Collective Agreement.**
- **overtime is regularly recorded in the payroll and paid, and the remuneration is defined according to the Collective Agreement.**



ROAD SAFETY

Tradem S.r.l. is committed to promoting accident prevention and road safety, aware of the responsibility in using the road network. The company complies with regulations and adopts a risk management approach, actively involving employees and stakeholders to achieve safety objectives.

Macro objectives pursued

- **fundamental principle of preventing road accidents, injuries, and dangerous situations related to transportation activities;**
- **ensuring compliance with the Highway Code, regulations on driving and rest times, and all applicable mandatory requirements;**
- **promoting safe and responsible driving behaviors, countering all forms of distraction, fatigue, or risky behavior;**
- **ensuring the use of safety devices and encouraging adherence to speed limits and company operating procedures;**
- **guaranteeing the proper maintenance, efficiency, and safety of the company fleet vehicles;**
- **monitoring road safety indicators and adopting actions aimed at the continuous improvement of RTS (Road Traffic Safety) performance;**
- **developing staff competence and awareness through training and awareness programs on road safety;**
- **analyzing accidents, near misses, and non-compliances to identify causes and implement effective preventive and corrective actions;**
- **involving all stakeholders in spreading the culture of road safety and protecting human lives.**

