

## CORPORATE SUSTAINABILITY PROGRAMME - ESG (FD5.4)

This policy is meant to officially describe Roiatti's commitment and responsibility for our impact on society and environment.

Roiatti has decided to adopt a socially responsible behavior, monitoring and responding to the economic, environmental, social expectations of all stakeholders.

In this Policy for Corporate Sustainability Roiatti will describe how Environmental, Social and Governance goals are achieved.

### 1. Environmental

#### Mission Statement

Roiatti Srl wants its services to be part of a sustainable society and is deeply committed to protect the environment, by reducing resource consumption, waste and pollution in its operations.

Roiatti endeavors to give appropriate weight to this environmental policy when making future planning and investment decisions.

Roiatti will minimize the environmental impacts of our operations through best practice management of our use of energy, transportation material consumption, water use, waste, and emissions. We will encourage suppliers, subcontractors of our services, to adopt the same environmental principles as Roiatti.

This policy is available on our bulletin board to demonstrate our approach to minimizing the impact on the environment by spelling out what we do and reminding our staff of our commitment. It is also mentioned on Roiatti's Quality Policy and Ethic Code. E-mail signatures include a disclaimer to raise awareness about environmental themes, encouraging not to print unless strictly necessary.

The requirements of this Policy apply to all Roiatti employees:

- Roiatti complies with local laws and regulations regarding environmental protection.
- Non-recycle waste materials such as damaged boxes, wood, corrugation, plastic sheets or all kinds of packing materials are disposed of in accordance with local requirements and registrations/invoices are kept by Administration

Our goals to reduce the environmental impact are:

<b>Reduce Consumption &amp; Use of Packing Materials</b>	<b>Local Moves</b> In our materials stock we also have blankets instead of corrugated cartons or plastic wrapping/bubble wrap materials to avoid unnecessary usage of carton/paper/plastic
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	<p><b>Inbound Moves</b></p> <p>For all inbound shipments it is normal practice of our crews to unwrap all items (unless differently requested by Customers) and bring back to the warehouse's dedicated area the materials that can be re-used. These materials are then reused for local and domestic moves, or as floors protection, whenever possible.</p> <p>In case Customers decide to unpack boxes on a later day, we suggest them they give us a call so that our nearest available crew can stop by and retrieve all the debris and bring them back to our warehouse area dedicated to store the re-usable/recycled materials.</p> <p><b>Outbound Moves</b></p> <p>Our crews minimize the consumption of wrapping/packing materials by utilizing the correct amount of materials to wrap items as indicated on the pre-move survey form available to them on every job log. Our goal is to avoid overpacking/wrapping when not necessary, so that Destination Agents do not have to dispose of a large amount of materials.</p> <p>When allowed by Customers, we offer to utilize used packing materials in good shape/conditions to wrap and pack items from garage or double-wrapped pieces of furniture helping to reinforce the item's protection while in transit towards final destination.</p> <p>Other used cartons that cannot be re-utilized for packaging will be used as floor coverings to prevent potential damage to residence while crews are working.</p>
<b>Vehicles &amp; Equipment</b>	<p>Our trucks/vans/cars used for pickups and delivery of our shipments are carefully maintained to prevent pollution caused by inadequate or malfunctioning of our vehicles.</p> <p>Our fleet is being renewed in 2025 with trucks and vans that produce less emissions.</p>
<b>Office</b>	<p>At our office we recycle the use of paper, in addition we try to reduce consumption of paper by printing on both sides. The remaining shredded documents will be kept in the warehouse dedicated area to possibly protect fragile items instead of foam, whenever possible.</p> <p>Whenever possible, digitalization is preferred rather than hard copies.</p>
<b>Waste management</b>	<p>We have implemented a recycling program; in our office and warehouse there are separated bins for different type of materials (paper, plastic, general waste). As per Italian Law, our Admin and Warehouse responsible personnel have been trained by a third-party specialized Engineer for correct recycling and registration procedures, as per Italian law (RENTRI).</p>

	We must register on an Official Governmental Portal every time we produce waste, divided by type. Once a week the Portal is updated by reporting on a register the quantity of waste produced. When the waste disposal containers are picked up by the authorized Disposal Companies, we have 48 hours to register the <i>"Formulario"</i> ( <i>FIR Formulario Internazionale dei Rifiuti</i> ).
<b>Eco-Friendly initiatives</b>	All Staff members are equipped with Aluminum or glass reusable bottles for drinking water. Ceramic plates and dishes and aluminum cutlery are available in our kitchen to avoid using plastic/paper kitchenware.
<b>Emissions</b>	Carbon footprint reduction goals - Emission Monitoring: start using FIDI Carbon Footprint to Monitor and Record CO2 emissions from our vehicles. Monitor type 2 emissions (light, gas, fuel) by registering on a file their usage compared to their cost, also serving a self-assessment for energy use.

## 2. Social

Roiatti is committed to doing our best to improve the health, safety and well-being of employees, customers and communities by promoting the following activities:

<b>Health, Safety and Wellbeing</b>	<p>Roiatti complies with current regulations, protecting the environment, complying with health and safety requirements in the workplace and protect the rights of workers with an emphasis on social responsibility.</p> <p>Roiatti provides all employees with PIE (Protective Individual Equipment) that are adequate to the risks and compliant with the law, such as gloves, safety shoes, ear plugs, helmets, glasses, safety equipment for special services (external lifts and similar). On top of that, Roiatti provides all workers with uniforms, jackets, rain jackets, winter coats, high visibility jackets.</p> <p>Roiatti makes sure all employees undergo medical surveillance at least annually or whenever our work physician requests it (as per Italian law). Additionally, and voluntarily, Roiatti offers the possibility for each worker to have</p>
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	<p>their blood tests taken free of charge, in order to have an extra tool to monitor their health.</p> <p>Roiatti pays for lunch for the workers by purchasing every day all the meals from a catering company which offers balanced and healthy food. Every day each employee will choose their menu from a variety of options duly selected for nutritional requirements and that takes into account also different religious practices and dietary choices.</p> <p>Water and coffee/tea are always available at no cost for employees, visitors and guests.</p>
<b>Diversity, Equity and Inclusion initiatives</b>	<p>Roiatti promotes values of equity and inclusion, with the ethic obligation to respect the general principle of equality between gender, sexual orientation, culture or religion in the establishment, conduct and termination of employment, with the consequent prohibition of any form of discrimination, whether direct or indirect.</p> <p>The Company encourages get-together moments after work, such as dinners, BBQs, Soccer games and more, and takes active part in their organization and financing.</p> <p>Roiatti's workforce is currently composed of people with a wide range of nationalities and cultures.</p> <p>Roiatti's official DVR (<i>Documento Valutazione rischi</i>) has been prepared to ensure all potential risks are evaluated and prevented, including the potential risks deriving from religious practices (e.g. fasting during Ramadan or Lent): employees are briefed on the potential circumstances that may arise and are free to decide whether to work or to stay home, with no penalties.</p>

<b>Employee engagement, Fair &amp; Respectful Treatment</b>	<p>Roiatti protects individual's rights by constantly improving the work environment, respecting the freedom and dignity of workers by guaranteeing them an adequate wage and reasonable working hours and choose suppliers who respect these criteria.</p>
<b>Learning &amp; Development opportunities</b>	<p>Roiatti makes sure that all mandatory training is taken by all workers, at no expense for them. Also, other external or internal training that might be of interest to them are promoted and offered, as well as educational experiences that give an opportunity for improvement and personal and professional growth.</p> <p>All drivers with driving license "type C" were invited to take an extra course to get an additional license for the transportation hazardous materials (ADR), to take place in 2025 and Roiatti will pay for it. Also, trucks that might be transporting these types of goods will be equipped with proper equipment.</p>
<b>Community engagement initiatives</b>	<p>Roiatti cares a lot about our community and is engaged in always promoting all initiatives that are helpful. Volunteering is always encouraged, as well as participation in events promoted by local associations with the aim to raise funds for blood donation associations, hospitals, kindergartens and so on.</p> <p>An example of initiatives carried out by Roiatti and that are samples to keep doing are:</p> <ul style="list-style-type: none"> <li>-financial help to the Local City Hall to buy a new equipped car to allow social assistance to transport disable people</li> <li>-Collect plastic caps as per an initiative herein described: <a href="https://viadinatale.org/raccolta-tappi/">https://viadinatale.org/raccolta-tappi/</a>. Normally in recycling operations the</li> </ul>

	<p>plants do not separate the caps from their respective bottles, but merge them together, causing more pollution.</p> <p>The plastic caps collected separately from the bottles have their specific value. Separate collection also helps to reduce environmental pollution. The money earned from selling of these caps is used by our local association LA VIA DI NATALE for urgent needs for the oncological hospital in our area. At Roiatti, we encourage all workers and their families to bring all the plastic caps they have, so we can devolve a large quantity to the association.</p> <p>-Every year Roiatti and its employes donate pellets for heating stoves used by a local animal shelter (this is the shelter from where our little mascot Arci was adopted).</p> <p>-Roiatti supports our employees that are engaged in volunteering and helps their activities also economically, to help them grow. For example, we sponsored the Carnival Group of one of the towns near Pordenone, where one of our drivers is the President.</p> <p>-Roiatti supports local Transport &amp; Logistics-oriented schools offering the possibly to visit our office and warehouse to better understand the job at first hand. Roiatti determined to financial help the school to support their projects.</p>
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### 3. Governance

Governance is the third Pillar of ESG (**E**nvironmental, **S**ocial and **G**overnance) and it is related to the very core of Roiatti organization: it describes how it is run, its honesty, transparency, and how its leadership shows integrity.

It includes all the activities, policies and the distribution of rights and responsibilities among the various stakeholders. These processes are found and monitored in all Roiatti policies, in our Quality

Manual and in its related files. This is reported in detail in all the files/policies/procedures of Roiatti Integrated Quality System, and can be summarized with the following points:

<b>Compliance</b>	Roiatti ensures all business operations comply with local, National, and international regulations. We monitor these requirements and their validity by keeping updated our file <a href="#">SCADENZIARIO ADEMPIMENTI LEGISLATIVI SICUREZZA (Annex 09)</a>
<b>Transparency</b>	Roiatti is available to provide clear and transparent ESG performance reports to stakeholders, including employees, customers and investors. In 2025 we will have a new Website with a dedicated area for this publications.
<b>Ethics and Integrity</b>	Roiatti has implemented an Ethic Code of Conduct and Ethic Code for Suppliers outlining ethical principles and behavioral expectations for all employees and suppliers. The reporting of any deviations can be done at any time, anonymously or not, by immediately advising the CEO or Managing director, as reported on paragraph "Reported violations of the Code of Ethics". <u>References:</u> Roiatti Ethic Code of Conduct K21 Social Responsibility
<b>Risk Management</b>	Risk Assessment is regularly conducted (at least annually during the Annual Management Review or whenever needed) to identify and mitigate potential risks in business operations. A Disaster Recovery Plan created in collaboration with our external IT supplier is available. Reference: <a href="#">Struttura Sistema Integrato</a>
<b>Implementation and Monitoring</b>	Employees are trained on ESG policies: -FIDI courses

	-THE PASHA GROUP Training Sessions
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This policy is reviewed annually or whenever needed and is available on the bulletin board or upon request. It will be published on our new website as soon as it goes live.