



**GRUPPO AUTOSPED G**

**RESPONSIBILITY ON THE MOVE**  
2021 sustainability report





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**RESPONSIBILITY ON THE MOVE**

**2021 sustainability report**

We'd like to thank all the colleagues who took part in the development of this project.

Editorial coordination: **Amapola, Benefit Company**

Graphic project: **Za! Factory**

Emissions report: **3i Group**

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Silvia Rauti Carbone p. 52-53

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# letter to the **stakeholders**

We are delighted to present the Autosped G Group's first Sustainability Report. In its many activities, the Group meets the regulatory constraints of an increasingly more attentive legislation on environmental protection and devotes attention to its stakeholders. This voluntary Report is thus intended to “go further,” by voluntarily assuming a new and challenging responsibility towards all our interlocutors.

Sustainability is becoming an important integral part of our business and we are always more aware that acting in a sustainable manner is essential for improving our industrial and economic performance, meeting customer and market demands, defining the principles of our reality and creating value for the Group, its employees and all stakeholders.

This report identifies our history, values and

sustainability goals and measures our activities through reporting, with the objective of being increasingly more transparent towards our interlocutors.

Our Group pays close attention to its people, whose well-being derives from the success of our reality, and not only at an economic level. We always value our employees to ensure their growth through targeted training activities.

In the global context, in which sustainability is becoming a differential element of development, the Autosped G Group has decided to be present, and this first Report confirms its willingness to fully focus towards this not so simple, although stimulating, direction. The first Sustainability Report intends to be a starting point for identifying the new goals to be achieved in the coming years.

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**Marcello Gavio**  
*Chairman*

**Luca Giorgi**  
*Chief Executive Officer*

## methodological note

The **Autosped G Group's** 2021 Sustainability Report, prepared according to the 2016 GRI Standards, is the first one for our Group.

It is a **voluntary decision** and thus not a legal obligation. It is a decision based on the Group's desire to consolidate its environmental and social responsibility and to improve the company's strategic approach. It is in fact a useful tool for better defining the ESG policies.

The **reporting scope** considered for the present Report involves thirteen Companies of the Group: Autosped G SpA, G&A SpA, Autoservice 24 Srl, Gavio & Torti Casa di Spedizione SpA, IONE Solutions SpA, OMT SpA, Rail Hub Europe Spa, Terminal San Giorgio Srl, Tomato Farm SpA, Tr.E.Oil Transport Srl, Transpe SpA, Truck Rail Containter SpA, Valsecchi Srl.

In the document, you'll find the main data and facts related to the **three ESG elements considered**: environment, social and governance (including those concerning business conduct).

Our **materiality** was approached through an analysis which involved the front lines in the selection of the material topics, which will also be submitted to stakeholders in the future so as to build a more complete materiality matrix.

Directly measurable quantities were included to ensure the reliability of the information reported herein, thus limiting estimates as much as possible. The data refers to the period of reference considered between January 1 and December 31, 2021.

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# 01

## OUR IDENTITY

Our industrial group is controlled by the Gavio family through the Aurelia Srl holding and operates in sectors such as transports, logistics, manufacturing of vehicles, canning industry and in the context of major sporting events.

**The Gavio family founded its business nearly 60 years ago with road transport**, starting from the **gravel transport sector** up to incorporating the following ones over time: **oil, container, cryogenic, waste, various goods, food, steel and motor-sports**.

The Group is one of the main leaders of the transport industry.





It also performs complementary activities such as: selling tyres to third parties during cars races worldwide; renting industrial vehicles; marketing of salts and cements and anti-icing services.

Or:

- o the handling of goods in ports and dry ports: **Terminal San Giorgio Srl** and **Rail Hub Europe SpA**
- o the authorised repair of industrial vehicles: **Autoservice 24 Srl**
- o the wholesale of fuels: **Gale Srl**
- o the production and marketing of purées,

concentrates and diced tomatoes, the storing of cereals in vertical and horizontal silos and the marketing of tritordeum: **Tomato Farm SpA**

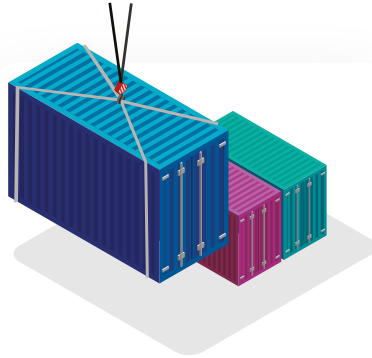
- o the production of tanks, trailers and semi-trailers: **OMT Spa**
- o IT consulting: **iOne Solutions Srl**



# the **sectors**



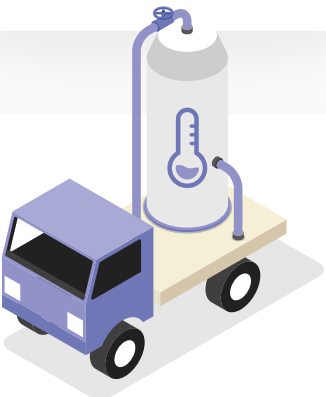
Transport of oil,  
gas and  
chemical products



Intermodal  
logistics  
services and  
port, container  
transport



Transport of  
hazardous and  
non-hazardous  
liquid waste



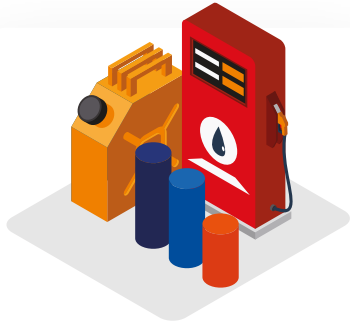
Cryogenic  
transport  
(gases at low  
temperature)



Major sporting  
events  
(motorsports and  
soccer) and tyre  
testing



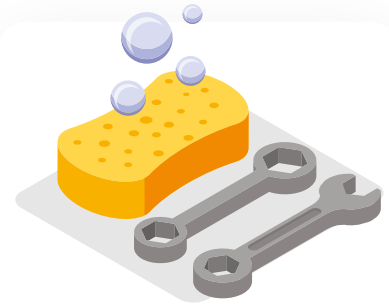
Transport for  
large works,  
steel products,  
prefabricated  
buildings



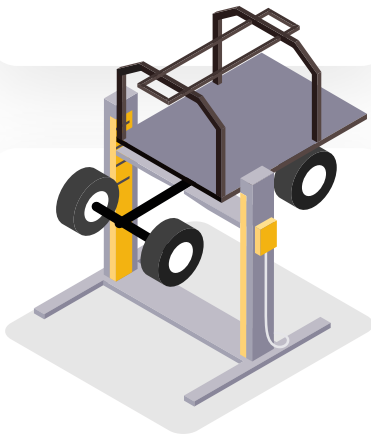
**Marketing of oil products**



**Transport of liquid foods and silos for food powders**



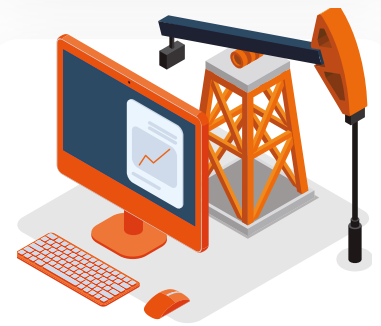
**Tanker washing activities, workshop and vehicle inspection centre**



**Manufacturing of trailers and semi-trailers**



**Canning industry**



**IT solutions for the oil industry**

# the companies

The ones considered within the scope of this Report

## G&A SpA

It has always operated in the transport sector of white (gasoline, naphtha, kerosene and diesel) and black oil products, with bitumen and fuel oils in general. In recent years, it incorporated the chemical sector. It is one of the main national carriers of the sector in which it operates.

Its legal and administrative seat is in Castelnuovo Scivvia (AL).

83.4 M €  
turnover

610  
employees

## Autosped G SpA

It is the parent company and thus operates in different sectors, by offering high quality transport services thanks to a varied and periodically renewed fleet and flexibility in the execution of services.

The company is present nationwide with 4 branches: Carbonara (AL), Novi Ligure (AL), Dalmine (BG) and Naples.

103.6 M €  
turnover

732  
employees

## Gavio & Torti Casa di Spedizione SpA

It handles the transport of containers and is controlled with a 50% share by Truck Rail Container SpA.

10.9 M €  
turnover

92  
employees

## Truck Rail Container SpA

It performs its activity in the container transport service sector.

19.5 M €  
turnover

136  
employees

## Valsecchi Srl

It operates in the sector of special hazardous and non-hazardous waste.

3.4 M €  
turnover

33  
employees

## Transpe SpA

It operates in the transport sector of LPG and oil products in general.

13.3 M €  
turnover

97  
employees

## Tr.E.Oil Transport Srl

It performs its activity in the transport sector of oil products and small drops.

6.7 M €  
turnover

83  
employees

### OMT SpA

It performs an industrial activity, thus manufacturing and marketing trailers, semi-trailers, tanks and the like.

12 M €  
turnover

53  
employees

### iOne Solutions Srl

It performs its activity in the sector of IT consulting and services.

1.3 M €  
turnover

10  
employees

### Terminal San Giorgio Srl

It manages one of the main Multipurpose Terminals of the Port of Genoa, by offering a wide range of services covering all commercial sectors to its customers.

21.4 M €  
turnover

125  
employees

### Tomato Farm SpA

It produces and markets semi-finished tomato products, stores cereals and markets tritordeum.

18.2 M €  
turnover

37  
employees

### Rail Hub Europe SpA

It is an intermodal terminal located in Rivalta Scrivia (AL). The structure offers a wide range of terminal services to railway operators and road carriers.

4.2 M €  
turnover

27  
employees

### Autoservice 24 Srl

It mainly operates as a mechanical workshop for road trucks and semi-trailers. Moreover, it carries out washing activities and inspections of industrial vehicles.

3.1 M €  
turnover

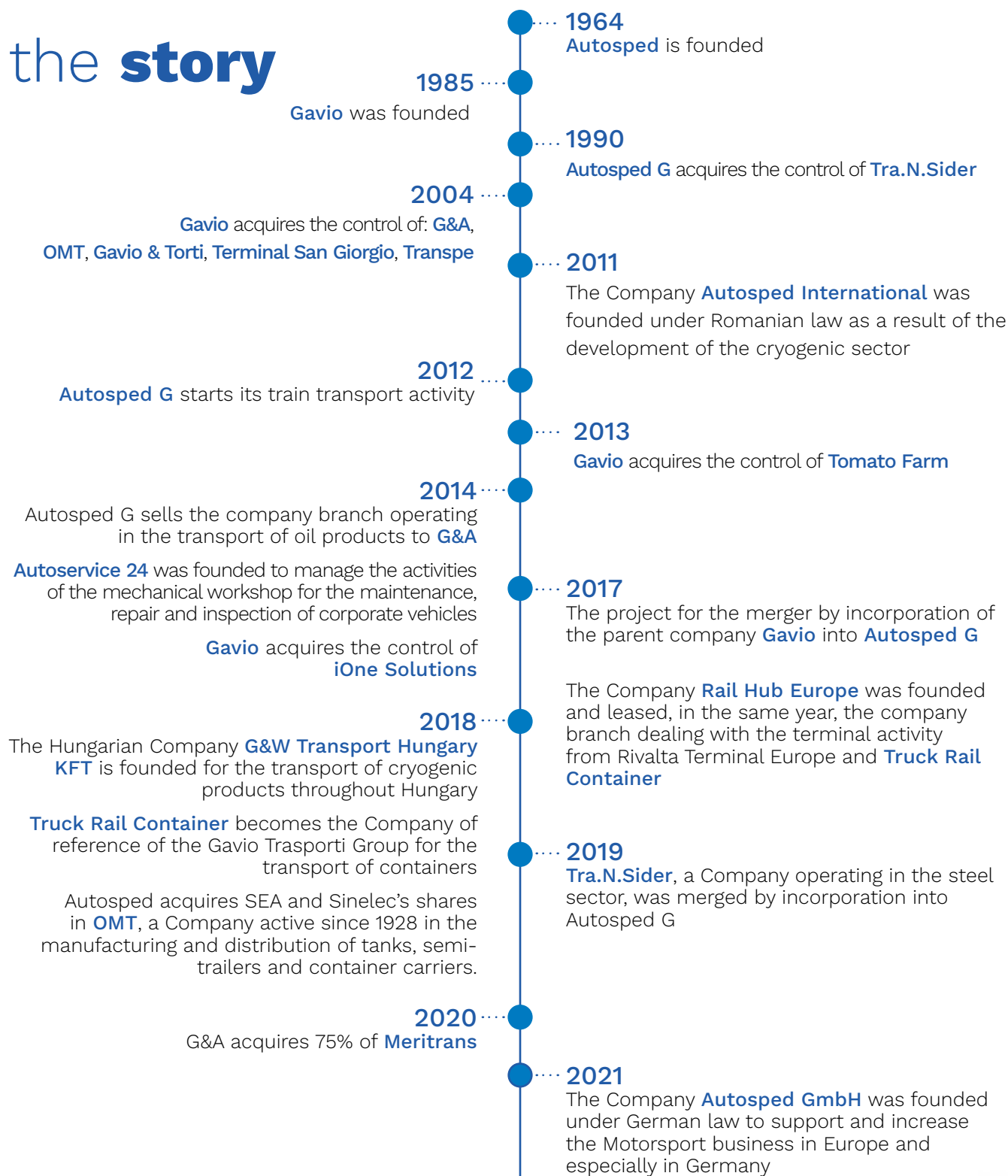
23  
employees

# operating offices



Company	operating seat
<b>Autoservice 24</b>	Castelnuovo Scrivia (AL)
	Carbonara Scrivia (AL)
<b>Autosped G</b>	Castelnuovo Scrivia (AL)
	Carbonara Scrivia (AL)
	Dalmine (BG)
	Genoa
	Novi Ligure (AL)
<b>Gavio &amp; Torti</b>	Tortona (AL)
<b>G&amp;A</b>	Arluno (MI)
	Arquata Scrivia (AL)
	Assemini (CA)
	Cremona
	Lacchiarella – Loc. Villamaggiore (MI)
	Guasticce Collesalvetti (LI)
	Sassari
	San Martino di Trecate (NO)
	Ferrera Erbognone (PV)
	Taranto
	Vado Ligure (SV)
	Volpiano (TO)
<b>iOne Solutions</b>	Parma
<b>Omt</b>	Tortona (AL)
<b>Rail Hub Europe</b>	Tortona (AL)
<b>Terminal San Giorgio</b>	Genoa
<b>Tomato Farm</b>	Pozzolo Formigaro (AL)
	Lungavilla (PV)
<b>Transpe</b>	Tortona (AL)
<b>Tr.E. Oil Transport</b>	Ferrera Erbognone (PV)
<b>Truck Rail Container</b>	Rivalta Scrivia (AL)
	S. Stefano di Magra (SP)
<b>Valsecchi</b>	Arluno (MI)

# the story







# THE MISSION

The Companies of the Autosped G Group have always pursued a policy of **growth in the transport sector** and consequently **specialised** in contexts such as those relating to the transport of oil, cryogenic, waste or chemical products by aligning their activities according to principles connected to the **protection of the health and safety of its workers** and to **the safeguarding of the environment** and lands in which it operates.



# THE GOALS

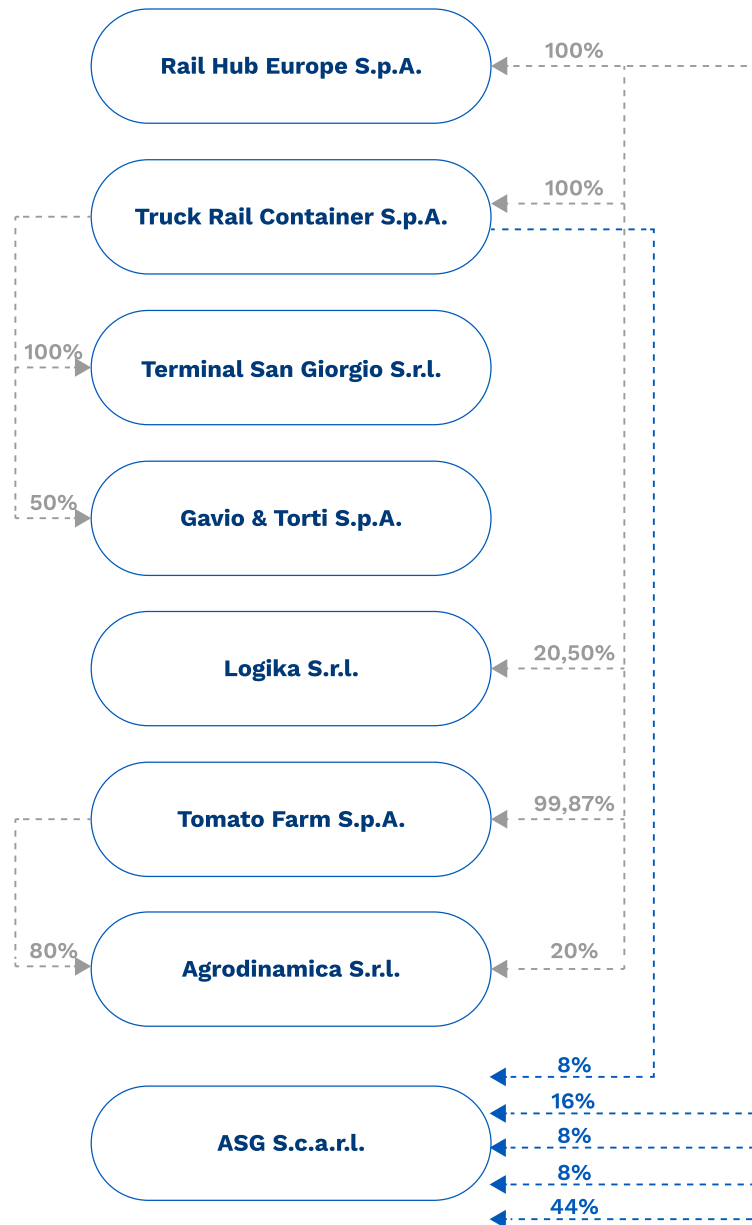
- o Developing the **technical/professional know-how** of its people
- o Offering maximum **integration with respect to customers' needs** and their evolution according to market changes
- o Offering a **high level of service** to both its customers and final recipients of the product transported

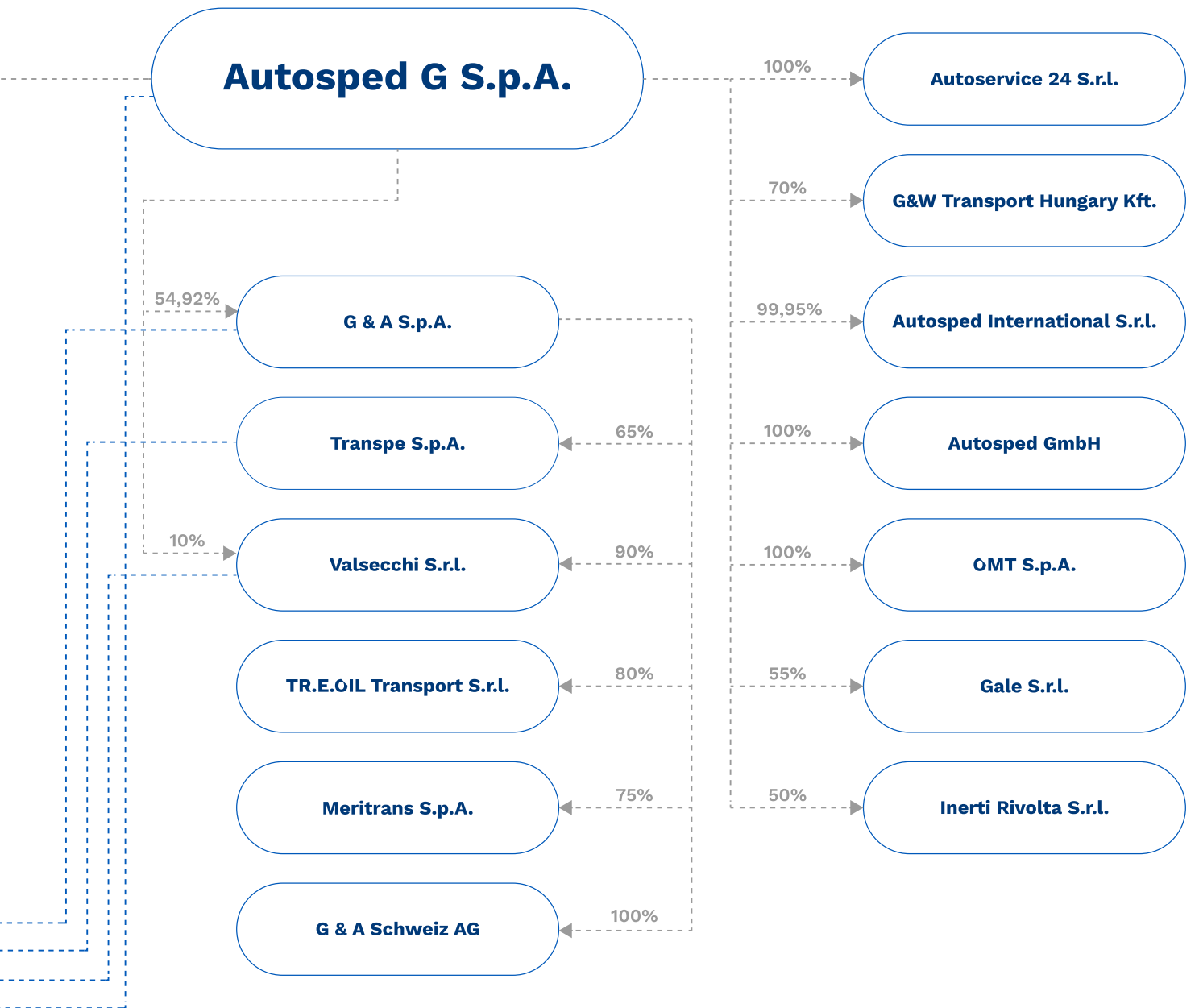


# the corporate structure

The Autosped G Holding is an industrial Group active in the sectors of transports, logistics, manufacturing of vehicles, canning industry and in the context of major sporting events. Its head office is in Castelnuovo Scrivia, V.le Europa 25, under the control of the Gavio family through the Aurelia Srl Holding.

As at December 31, 2021, the Autosped G Holding was made up of the following Companies, as shown in the organisational chart.





# the **administrative** and **control bodies**

The Board of Directors and Statutory Auditors are the corporate bodies which make up Autosped G Holding's governance system.

## **MEMBERS OF THE ADMINISTRATIVE BODY**

President: **Marcello Gavio**

CEO: **Luca Giorgi**

Administrator: **Massimo Perboni**

## **STATUTORY AUDITORS**

President: **Giovanni Denicolò**

Effective Auditors: **Manuela Zanotti,**  
**Stefano Ferrari**

Deputy Auditors: **Ilaria Zanaboni,**  
**Fabrizio Gatti**

The Board of Directors and Statutory Auditors were appointed for three financial

years at the Ordinary Shareholders' Meeting held on June 9, 2021, and will thus remain effective until the Shareholders' Meeting for the approval of the 2023 Financial Report.

The Shareholders' Meeting is the Company's decision-making meeting at which the shareholders are present. The meeting is either Ordinary or Extraordinary depending on the topic on which the shareholders are called to vote.

The Auditing firm is Deloitte & Touche S.p.A., which was appointed for the task for nine finance years at the Ordinary Shareholders' Meeting held on April 28, 2016, and will thus remain effective until the Shareholders' Meeting for the approval of the 2024 Financial Report.



# compliance & business continuity management: organisational model 231

The Organisational, Management and Control Model (OMM) in compliance with legislative decree 231/2001 was implemented to allow small-, medium- or large sized Companies to protect themselves from offences whose administrative responsibility would fall back on the Companies themselves. This model, which is not mandatory, is at all effects necessary because - since it concerns all subjects operating within the Company as administrators, managers, employees or even occasional partners - it allows the Company to considerably reduce the risk of being involved in crimes committed by the individuals working in the name or on behalf of the Company and, in any case, in its interest.

**In the Autosped G Group, this path was first implemented in 2011**, within the Companies operating respectively in the oil and cryogenic sector (G&A Spa and Autosped G

SpA) since the two are considered to be potentially more exposed to possible crimes in the areas of health, safety and the environment.

In the following years, other Companies gradually provided to adopt the OMM. The path is still not concluded and is constantly evolving; in 2022, the Model was adopted by two other Companies who joined the others: Tomato Farm Spa and Terminal San Giorgio Srl<sup>1</sup>.

Currently, the OMM is adopted by:

- Autosped G. Spa
- G&A Spa
- Truck Rail Container Spa
- Rail Hub Europe Spa
- Tr.E OIL Transport Srl
- Valsecchi srl

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<sup>1</sup> Since the drawing up of this document, only the Board of Directors' formal passage is missing.

- **Transpe Spa**
- **OMT Spa**
- **Tomato Farm Spa**
- **Terminal San Giorgio Srl**

For all Companies that adhered to the model, the main areas and respective activities to be analysed for the purposes of legislative decree 231/2001 were identified in the OMM according to the assessment of the nature of the presumed risks.

The “mapping” activity allowed to identify the main types of potential risk/crime and the possible ways of achieving them in the context of the corporate activities identified as “sensitive.”

Among the potential associated crimes, there is also the one related to corruption, pursuant to articles 25 and 25 ter, legislative decree 231/2001.

To prevent the risk-crime related events during the “mapping” of the “sensitive” corporate activities, the Company identified the processes deemed as “instrumental” for committing crimes, i.e., the processes which could potentially create the conditions, occasions or means for committing crimes.

With reference to the “instrumental” processes identified, the Company has defined and formalised “**Decision Protocols**” to en-

sure the transparency of the choices made and decisions taken, which protocols are based on qualifying elements, such as:

- Identifying the roles during the key steps of the process
- Tracing of the acts, information, motivation and controls
- Identifying the subjects authorised to make expenses or operations

The formalised protocols (or procedures) are related to the following areas of activity:

- Management of Relationships with Public Administrations and Supervising Authorities
- Selection, recruitment and management of employees
- Management of expense reimbursements and advances to employees
- Gifts and donations
- Accounting management and drafting of the financial report (including the management of the corporate operations)
- Monetary and financial operations
- Management of the sales activities
- Investments and procurement of goods, services and supplies
- Management and use of the corporate IT systems
- Management of relationships with Cer-

tifying bodies

- Compliance with regard to health and safety in the workplace
- Compliance with regard to environmental protection
- Tax management

In such context, following the continuous expansion of the number of crimes provided in the Decree and of some changes to the asset of one's business activities, the Autosped G Group deemed it appropriate to set up a work team whose goal is to critically analyse the model and identify potential gaps with respect to the best practices on the topic.

Compliance with the model is ensured by the **Supervisory Body** (SB), which is appointed by the Board of Directors and whose responsibility includes controlling the operations of administrators, managers, employees, partners and third subjects who operate in each Company.

The SB meets whenever deemed appropriate by the President, i.e., whenever at least requested by two components. In any case, the Body must meet at least once every three months.

In compliance with the existing legislation, a **special channel was implemented for**

**sending communications to the Supervisory Body**, through which personnel within or outside of the company can report situations, projects and other information of relevance for the effects of the Model or to ensure compliance with the procedures provided therein.

Since the beginning, the Group decided to rely on qualified partners to support the activities of the Supervisory Body in the management of the periodical checks carried out for monitoring the sensitive processes identified in the Model and updating the document and procedures.

Currently, the task is entrusted to Deloitte Risk Advisory S.r.l. S.B.

In the two-year period considered (2020-2021), **no episodes of corruption were recorded** in the Companies monitored.

In 2021, training on the topic, which in the past had only involved directors, managers and heads of Offices, was not carried out. A new training programme, which will involve the entire staff, is planned.



## Privacy policy: a virtuous move

The Autosped G Group believes that compliance with the data protection legislation (GDPR: Regulation (EU) 2016/679 of the European Parliament and Council of April 27, 2016, legislative decree 196/03) is not just a provision to be fulfilled, but rather a drive for innovation. It thus becomes an opportunity to embark on a **virtuous reorganisation path**.

The process of complying with the GDPR was divided into the following steps:

- Analysing the individual Companies and identifying the processing activities
- Assessing the risks and implementing safety measures
- Appointing, whenever necessary, an external data protection officer (DPO) in the Autosped G SpA, G&A Spa and Terminal San Giorgio Srl companies and notifying the Privacy Guarantor
- Preparing and updating the privacy information for the concerned parties

- Identifying the roles (Owner, Manager, Data Manager, head) and tasks of the subjects involved
- Drafting and updating the register of the processing activities
- Analysing the websites of the Group and individual companies to ensure high data protection and information standards for users and to manage the updating of the cookie policy

To support the Companies in this corrective process of continuous adaptation and updating, the Group decided to rely on a leading consultancy firm which also deals with periodic audits. Currently, the task is entrusted to ASIA S.r.l. Environment Safety Health.

In 2021, no privacy breaches or customer data leaks were reported.

# certifications: quality, environment and safety

Convinced that ensuring the quality of their services to all concerned parties, various Companies of the Group have established, implemented and certified a Quality Management System according to the **UNI EN ISO 9001:2015 standard**:

- Autosped G
- G&A
- Autoservice 24
- Rail Hub Europe
- OMT
- Tomato Farm
- Transpe
- Truck Rail Container
- Valsecchi

To constantly improve their results in the context of **environmental protection** and pollution prevention, and to reduce the risks deriving from the activities they car-

ry out, various Companies within the Group have adopted the Environmental system, which allows, through the application of the **UNI EN ISO 14001:2015 standard**, the organisation to use a systematic approach capable of achieving sustainable development. The concerned Companies are:

- Autosped G
- G&A
- Terminal San Giorgio
- Valsecchi

As far as the **protection of health and safety in the workplace** is concerned, the following Companies have the **ISO 45001** certification:

- G&A
- Terminal San Giorgio
- Valsecchi





450

EURO 6



Different and more specific certifications are considered depending on each Company's activities and sector of belonging.

For example, **Autosped G** deems it essential to ensure the **Food Safety** of the products transported and has, to this end, adopted and certified the **GMP+ -B4 transport** scheme to provide specialised transports in the food farming sector, in compliance with the main regulations and laws applicable to the animal feed sector.

**G&A** decided to pursue the **road safety** certification process. The certification in question, according to the **ISO 39001:2016** standard, is the result of the Company's voluntary decision to implement its own road safety management system so as to reduce the risk of road accidents caused by its activities through risk prevention, control and monitoring and by continuously improving its performance in terms of road safety.

**G&A** also decided to approach the **SQAS** (Safety and Quality Assessment System), an assessment concerning its performance with respect to the environment, safety, security, social responsibility and general quality of the logistics service carried out for its Customers.

**OMT** has also been certified according to the **UNI EN ISO 3834-2:2006** standard relating to the design and manufacturing of self-bearing tanks and non, trailer structures, semi-trailers, tank containers and demountables.

**Autoservice 24** adheres to **SQAS (Safety & Quality Assessment for Sustainability)**  
**Eftco food**: such is not a certification, but a system for assessing performance with respect to the environmental, safety and quality standards of suppliers of logistics and tanker recovery services.

## Tomato Farm

The sector in which Tomato Farm operates, the food farming one, witnessed a sharp increase in voluntary certifications, especially in recent years, because the market, together with the ever-increasing awareness of final consumers and an ever more detailed legislation, required an increasingly greater level of quality and control.

Tomato Farm is no different and has various certifications to confirm its attention to the food safety and traceability of the products:

- o **UNI EN ISO 22005:** an internationally recognised standard to certify the **traceability of the supply chain**, and thus the quality and control of all that reaches consumers' tables.
- o **BRC British Retail Consortium:** founded in 1998 to ensure that branded products are obtained according to well-defined quality standards and in compliance with minimum requirements. This food safety standard is among those recognised by the Global Food Safety Initiative (GFSI)<sup>2</sup>.
- o **IFS International Food Standard or IFS standard:** promotes the effective selection of large-scale retail brand food suppliers on the basis of their

ability to provide safe foods that comply with contractual specifications and legal requirements. This standard is also recognised by the GFSI.

Like the rest of the Group, Tomato Farm shows great attention towards **sustainable development**. This is further confirmed by its decision to achieve the **ISCC Plus** certification, an extension of the application of the ISCC standard linked to the sustainability goals included in the UN's 2030 Agenda and, in particular, to goal no. 12, which aims to "Ensure sustainable production and consumption models."



It also has the **organic certification**, which ensures the control and certification of bodies expressly authorised by the ministry of agricultural, food and forestry Policies in Italy. As provided by the European regulation EU Reg. 848/2018, the organic certification covers all levels of the production chain.

In full respect of **diversity**, Tomato Farm acquired the **Kosher** (which certifies the conformity of products according to the dictates of Judaism) and **Halal** (which certifies the conformity of products according to the ethical and hygienic sanitary standards of Islamic law and doctrine) Certifications.

<sup>2</sup> It is an international initiative whose main goal is to strengthen and promote food safety along the entire supply chain.

**31** operating offices

# THE GROUP IN NUMBERS

**3,700**  
vehicles





**2,000**  
employees



**661**  
M € in revenues

## the **Group's** economic **value**

In the financial year of 2021, which was still characterised by uncertainty due to the Covid-19 pandemic and policies implemented by governments to contain its diffusion, without mentioning the dramatic international scenario, the Autosped G Group demonstrated to be able to proactively manage such context, by achieving solid operating results, and to achieve the important goals it had set, such as the foundation, which took place in April, of the controlled company under German law, **Autosped GMBH**, established to increase, in Europe and especially in Germany, the transport and sale of “Pirelli” tyres for racing.

**The turnover - increased by about 30%** - exceeds 650 million euros, and the **EBIT-DA improved by about 8,5%**, settling on an amount equal to 39,4 million euros.

The tensions of the war, together with some residual inefficiencies in the supply chains due to Covid-19, generated a direct impact on the costs of raw materials, especially for fuel and electricity, which affect-

ed the economy in general in 2022, and thus also the Holding's business sectors. The Group, thanks to excellent relationships with the main customers acquired over the years, is trying to minimise the economic impacts caused by the increase in the costs of raw materials by increasing, whenever possible, the transport rates and sales price of finished products.

### **Economic value generated and distributed**

The breakdown statement of the economic value generated and distributed by the Autosped G Group was implemented by reclassifying the profit and loss statement items of the Group's consolidated financial statement as at December 31, 2021. In 2021, the **economic value generated**, corresponding to revenues, **was equal to 661.228 million euros** (a 30% increase compared to 2020). This figure also includes all the exchanges that took place within the Group's Companies.



The **value distributed to stakeholders** is equal to about **700 million euros** (537 million in 2020).

**85%** of such value refers to what **was distributed to suppliers** (a significant increase compared to 2020, when such value represented about 50% of the total), in an amount equal to about 596 million euros. This is followed by the 14% value distributed to employees, equal to 97,5 million euros and mainly including salaries and social security contributions.

The value distributed to the Public Administration and the one distributed to the community represent about 3% of the total. The value distributed to lenders is equal to 865 million euros.

The value retained within the company (18%), and which coincides with the profit, is equal to about 12,5 million euros and includes the value retained by Autosped for the Group's future development.

		2021 amounts	2020 amounts
GRI 201-1	<b>Direct economic value generated and distributed</b>		
	<b>Revenues</b>	661,228,000	508,040,000
	<b>Gross operating margin (EBITDA)</b>	41,005,000	37,691,000
	<b>Operating result (EBIT)</b>	13,279,000	11,052,000
	<b>Pre-tax result (EBT)</b>	11,852,000	10,236,000
	<b>Profit</b>	12,519,000	10,711,000
	<b>Investments</b>	39,877,000	8,933,765
	<b>Shareholders' equity</b>	139,956,000	128,256,000
	<b>Value distributed to employees</b>	97,522,000	89,303,000
	<b>Value distributed to suppliers</b>	527,026,000	385,910,000
	<b>Value distributed to the Public Administration</b>	1,853,965	1,373,409
	<b>Value distributed to shareholders</b>	3,300,000	2,000,000
	<b>Value distributed to lenders</b>	864,782	815,755
	<b>Value distributed to the community</b>	179,252.36	203,224
	<b>Value retained within the company</b>	12,519,000	10,711,000
GRI 201-4	<b>Funding received from the Government and subsidies received</b>	1,127,860.51	1,661,835

# 02

## TOWARDS 2030

### MAP OF THE STAKEHOLDERS

The Autosped G Group identifies its stakeholders as all the subjects who, for various reasons, contribute to or are affected by the Group's activities.

The map of the stakeholders is representative of the Group's main stakeholders, who were identified thanks to an analysis of the sector of reference and to an internal discussion among the Group's top management.

The Companies of the Autosped G Group all constantly dialogue with their internal and external stakeholders. The Group also plans to involve them in a complete materiality analysis aimed at defining the corporate strategy from a perspective that is increasingly more oriented towards the three essential ESG elements (environmental, social and governance).



## material topics: a first approach

In the current definition of the GRI standards - which were used as a reference for the drawing up of this document - the material topics reflect at least one of the following aspects: **the organisation's significant economic and social impacts or its substantial influence on the assessments and decisions of stakeholders.**

For this report, the Autosped G Group approached materiality through its internal top management, while waiting to consolidate the materiality strategy and to also involve its stakeholders.

The topics selected were identified on the basis of the analysis of its materials and

documents and of a benchmark analysis with competitors.

While defining the topics, the company's President and top management took into account both the effects of its activities on the external environment (for example, the impact of fuel consumption on the environment) and how it can be affected by a topic (the consumption topic has consequences on the cost-related aspects for example).

These are grouped on the basis of the impact generated on the ESG model: **environmental, social and governance** (which also includes business-related impacts).

## evolving towards **double materiality**

The new version of the GRI standards, which will become effective on January 1, 2023, provides for a **new approach towards materiality** which **strengthens the impact concept** – thus helping to outline a complete framework in terms of the business risks (including the financial ones) and create value in the long term.

Once the context, activities and business relationships of an organisation have been considered according to the 2021 GRI, a topic is defined as material if it reflects the most significant impact (positive/negative, real/potential, etc.) of the organisation itself on: the economy, environment, people or their human rights.

ESG material topic



**health and safety of workers**

Ensuring adequate health and safety standards to employees and partners to foster the best possible conditions.  
Also involving suppliers in the management of the aspects connected to the safety-related topic.  
Adopting corporate welfare tools to ensure the overall well-being of employees.

**training and individual growth**

Stimulating the growth of employees through individual training and enhancement programmes.  
Fostering internal communication.

**development and partnerships with the local communities**

Being close to and supporting the local communities and areas in which the Company operates.  
Fostering the development of essential elements for life and the community, such as sports.



**reducing Co<sub>2</sub> emissions**

Reducing one's environmental impact, whenever possible, through energy efficiency and by adopting renewable sources of energy.  
Promoting virtuous behaviours within the Company.

**adopting innovative technologies to improve the effects on the environment**

Carrying out projects aimed at discovering and using new technologies capable of improving the environmental impact of the various Companies.

**reducing the environmental risks linked to one's activities**

Adopting solutions capable of reducing emissions and fostering technologies capable of improving one's impact.



**creating economic value for the company's stability**

Ensuring long-term economic results.  
Increasing the Group's ability to address the needs of customers and suppliers.

**quality of the service**

Ensuring the efficiency of the processes so as to maintain and promote the level of the services delivered constant.  
Understanding the needs of customers and ensuring proper information.

**compliance with regulations and legal requirements**

Paying constant attention to the set of regulations governing the various sectors and, especially, to those aimed at protecting the principles of legality and correctness.

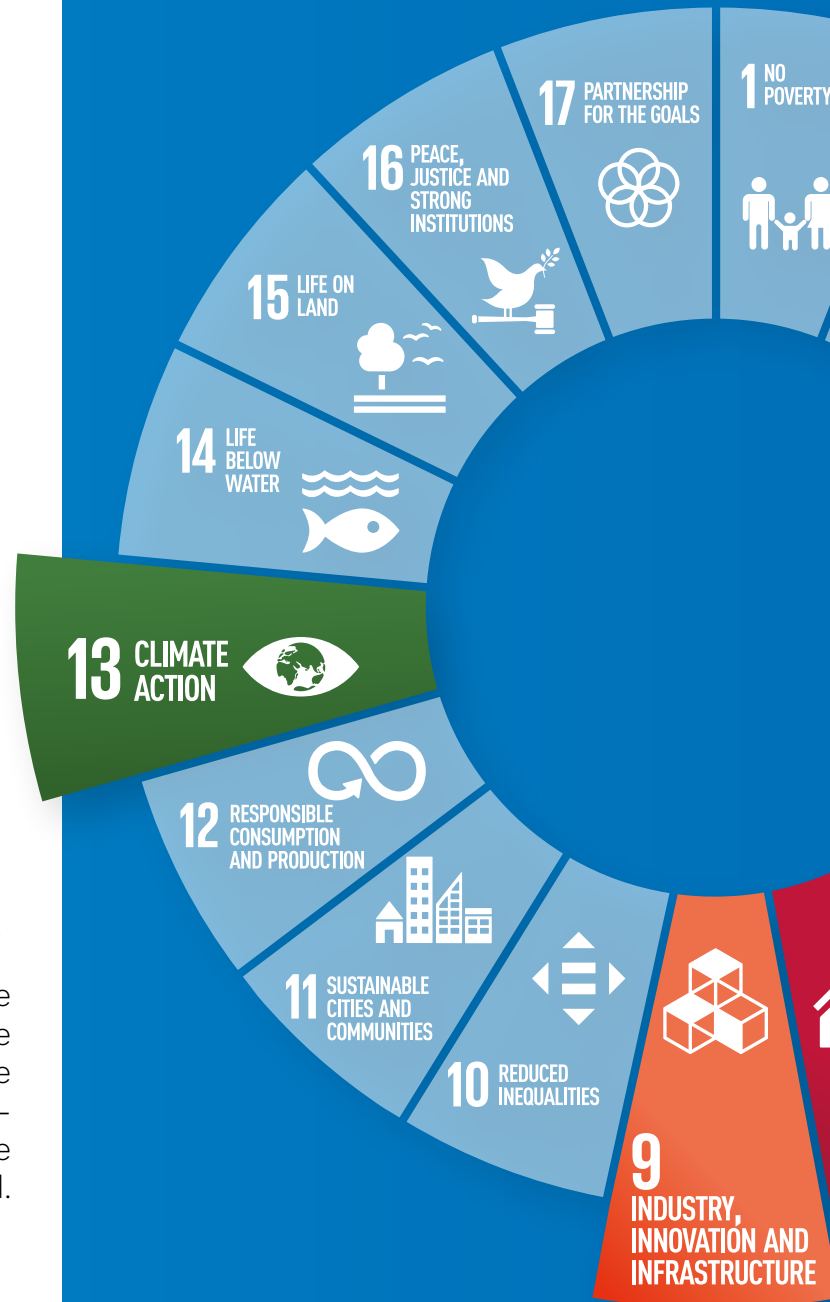
**transparent governance towards stakeholders**

Committing to the constant improvement of one's governance to ensure an open and fruitful dialogue with stakeholders.

## 2030 agenda: the Autosped G Group's goals

The 2030 Agenda for Sustainable Development is a plan of action towards **people**, the **planet** and **prosperity** which was signed in 2015 by the governments of 193 Member states of the UN. It includes 17 Sustainable Development Goals - SDGs - in an extensive action plan containing a total of 169 “targets” or achievements. The official launch of the Sustainable Development Goals coincided with the beginning of 2016 and the same are meant to guide the world towards the path to be undertaken over the next 15 years: the signatory Countries in fact committed to achieve them by 2030.

In its approach towards sustainability, the Autosped G Group identified which of the goals defined within the 2030 Agenda are mostly related to its activities. For this Report, it is still a matter of a general idea: the intent is to pinpoint the goals to be pursued.





**Ensuring the health and well-being of all and at all ages**

In 2021, **47%** of the total amount of **training hours delivered** by all of the Group's Companies were devoted to the **“health and safety in the workplace”** topic.  
(refer to p. 65 for more information)



**Providing a quality, equal and inclusive education and learning opportunities for all**

In 2021 the **“Transports and logistics”** course was designed and developed at an Educational Institute of secondary level in Tortona (the course actually started in the 2022-2023 school year).  
(refer to p. 68 for more information)



**Ensuring access to economic, reliable, sustainable and modern energy systems to all**

Installation of **photovoltaic plants** at the seats of the Group's Companies.  
(refer to p. 76 for more information)



**Encouraging long-lasting, inclusive and sustainable economic growth, full-time and productive employment, and decent work for all**

In 2021, **89%** of **workers** was hired on **permanent contracts**.  
(refer to p. 41 for more information)



**Building a resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation.**

The project for **digitalising the supply chain**, promoted by Tomato Farm and Xfarm.  
(refer to p. 78 for more information)



**Promoting actions, at all levels, to fight against climatic change**

The **Euro 6 vehicles** account for **92%** of the entire corporate fleet. Constant maintenance of the vehicles. Satellite control technology to monitor consumptions.  
(refer to p. 72 for more information)

# 03

## PEOPLE AT THE CENTRE

### EMPLOYEES

*We believe that the growth of people, their involvement and continuous training and information, as well as policies aimed at fostering a strong identification process, are important success factors.*

**Luca Giorgi**

Autosped G Group CEO





For the Autosped G Group, people, through their daily commitment and motivation, are essential to the company's growth and success. The Group's human resources management policies, which have an essential role aimed at promoting stable and continuous work relationships over time, by promoting the acquisition and consolidation of professional skills, are defined on the basis of this assumption.

In 2021, the Group registered **2.058 substantially stable employees<sup>1</sup>** compared to 2020 (1.949). **89% is hired on permanent contracts**, thus confirming the importance of the stability concept for the Group.

In 2021, **there were 456 new hires and 403 releases**. The result is **an increase in the number of employees**.

<sup>1</sup> The reference concerns the Companies included within the Scope of this Report. Refer to the method section

# The numbers

## as at 31/12/2021

Total number of employees broken down by category and gender



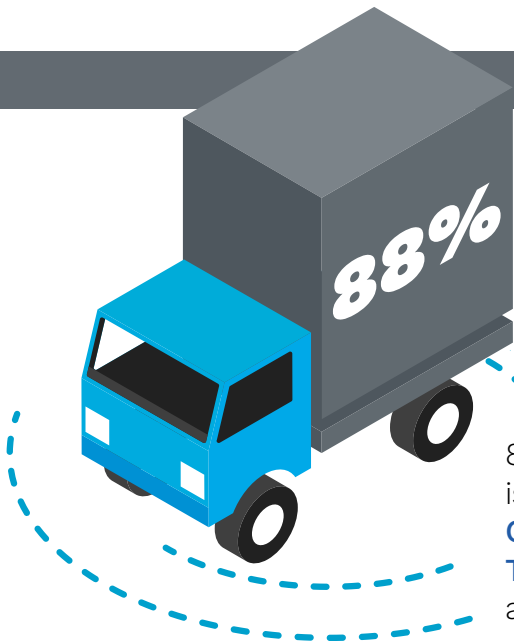
100% of the Group's employees is covered by the national collective labour agreement.

The National Collective Labour Agreement differs according to each Company's sector of reference. The most widespread **National Collective Labour Agreement is: the Logistics, Freight Transport and Shipping contract**, which is applied to the employees of Autosped G, G&A, Gavio & Torti, Rail Hub Europe, Transpe, Truck Rail Container, Tr.E. Oil Transport and Valsecchi.

The **National Collective Labour Agreement: Metalworkers Industry** is in place for Autoservice 24, iOne Solutions and OMT; the **National Collective Labour Agreement: Port Activities** is used at the Terminal San Giorgio; the **National Collective Labour Agreement: Food Industry** is implemented at Tomato Farm.



29% of employees has been with the company for more than 10 years.

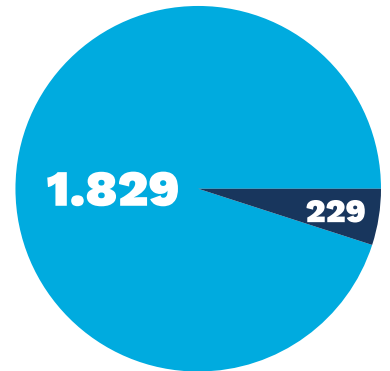


88% of employees is hired by the Companies of the Transport branch<sup>2</sup> and especially concerns the on-the-road personnel or drivers.

<sup>2</sup> The Companies considered in the Transport branch are: Autoservice 24, Autosped G, G&A, Gavio&Torti, Ione, Transpe, Truck Rail Container, Tr.E. Oil Transport, Valsecchi.

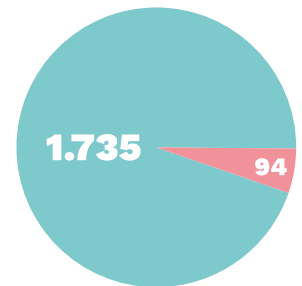
Total number of employees broken down per type of contract and gender

### type of CONTRACT



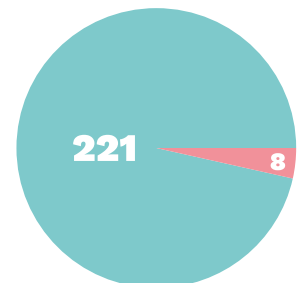
**OPEN-ENDED** contract  
**FIXED-TERM** contract

### OPEN-ENDED contract



**MEN** **WOMEN**

### FIXED-TERM contract



**MEN** **WOMEN**

# industrial relationships

The **Industrial Relationship Model** applied defines a **high-profile trade union relationship**, based on **bilateralism and participation**, and combines **social issues with corporate goals**.

The **Industrial Relationship Protocol** subdivides the trade union participation and discussion system into **three levels**: Group level, product level and corporate level.

It provides for **various areas of discussion**: economic-financial performance, employee development and training, safety in the workplace, corporate welfare, promotion of diversity and inclusion, performance bonus, work schedule organisation, technical-specialised training and professional development.

The Group is careful to always keep **an open channel** with the trade union organisations so as to combine the interest of employees

with those of the company's and to consolidate, whenever possible, and improve relationships, by always taking the provisions of the current Employment Contracts and respective guidelines aimed at achieving a higher level professionalism among employees and an ever-increasing **quality service** into account, in full compliance with the provisions on safety in the workplace.

In 2021, about **24%** of employees hired in the Companies were unionised.

The philosophy at the basis of the Group's industrial relationships is the following: **a good relationship between the parties through an open and continuous dialogue** promotes a better planning of the activities aimed at delivering corporate services on one hand and ensures respect for the rights of all workers on the other.



## diversity & inclusion

The Transport & Logistics sector, to which most of the Companies of the Autosped G Group belong, has historically had a greater number of men than women due to the fact that drivers, prevalently men, make up for the majority of employees.

The percentage of women in the Group is equal to about 5% of total employees.

In the last decade, the number of women hired has exceeded the trends of the data characterising the Transport & Logistics sector, since a **positive trend** was registered, especially for the office-related activities. Women have roles in administration, human resources and training on safety, quality and the environment, but also as **operational managers**.

**Equal pay** for men and women is ensured: the ratio between women's base salary and

men's, calculated as the ratio between the arithmetic average of women's base salary and the arithmetic average of men's base salary, excluding the professional categories for which the presence of both genders is lacking, is practically algebraically null since the ration between women's base salary and men's is slightly less than one.

In 2021, 142 employees took parental leaves.

Moreover, in 2021, some requests to change work schedules following a return from the parental leave periods were approved. All the Group's Companies carefully assess such type of request to favour as much as possible the balance between one's personal and professional life.

# WOMEN DRIVERS

According to the latest data released by the International Road Transport Union (IRU) in the 2022 Driver Shortage Report, Italy ranks first in Europe with a percentage equal to 6.2% of women at the wheel of a heavy load vehicle.

In Europe, the average rate is very low – 3,2% – while the **Italian data** is close to the one detected for the United States (equal to **8%**).

Among the main causes behind such delay, the IRU highlights the lack of safe infrastructures, spaces and services for women, in addition to treatments that are often reserved to male drivers, such as long periods away from home and the bad image - still very stereotyped - connected to the profession. The new generations find this profession little attractive for these same reasons, so much that, in Europe, men and women drivers below 25 years of age account for less than 7% of the total, a percentage which drops to 5,7% in Italy<sup>3</sup>.

<sup>3</sup> For more information, read the blog “Anche io volevo il camion” [I also wanted a truck] <https://www.uominie-trasporti.it/categoria/uet-blog/anche-io-volevo-il-camion/>



## corporate welfare

The Group values the **well-being** of its people and demonstrates it through different tools.

Following the provisions of the governmental authorities for managing and containing the diffusion of the Covid-19 pandemic, the Group implemented an extraordinary **Smart Working** plan in March 2020.

Considering the positive results achieved in some activities, the Group provided to implement, on an experimental basis, an **annual Smart Working plan** for the technicians of the i-One Solutions Company.

The Group provides employees with benefits depending on the business sector and various tasks involved in compliance with current legislation.



**PCA Broker**  
[www.pcabroker.com](http://www.pcabroker.com)

## A CONCRETE SOLUTION TO THE HIGH COSTS OF LIVING

In November 2022, to demonstrate affinity towards its employees and their families during a difficult economic situation, the Gavio Group allocated **1 million euros** to address the high cost of living emergency.

3.000 people were involved, of which **2.000 belonging to the Autosped G Group**. The contribution aimed to counter the general increase in the cost of goods and services which is affecting





the purchasing potential of families. The economic aid, in the form of shopping vouchers and other services present on a specific welfare platform for the concerned employees and which has been effective since November, can be spent immediately.

The multimedia platform was especially designed in partnership with the Broker of the **PCA Srl** Group to try to make it

easier for employees and their families to use the services made available in the context of education, supplementary pensions, healthcare, travelling and leisure.

Given its versatility, the platform becomes a **suitable tool aimed at facilitating the work-life balance** and is thus especially useful for the on-the-road staff which spends a lot of time away from home.

**FOCUS**

## drivers at the centre

Drivers are the beating heart of the Autosped G Group, whose roots originate from the transport sector: in fact, they account for 77% of all employees.

Their work, carried out safely and under the best possible conditions, is the company's business card, which is why it is important to keep the quality of the service high.

All drivers are highly competent and are constantly trained and updated so as to ensure high quality and safety standards. In addition to the mandatory courses on safety, the Group organises **specific defensive and safe driving courses** which not only have a positive impact from an environmental point of view - since driving techniques aimed at reducing fuel and material consumptions are taught to limit waste - as they also have a significant social impact, because this type of driving allows to

limit the number of accidents.

Moreover, new recruits are always assisted by driving instructors in the first few weeks of being hired. The driving instructor is in charge of notifying the company when the new colleague is ready to travel alone.

Autosped is a Group that has always focused on **technical innovation**, which, among all positive consequences, allows to improve the working conditions of the on-the-road personnel. Its commitment to ensure a new fleet of trucks (currently Euro 6) is constant. All vehicles are equipped with the **satellite technology**, which not only allows to monitor the consumptions of each vehicle, but also constitutes added value in terms of the safety of the drivers themselves since the digital chronotachograph can be accessed in real time. The route is thus monitored, making it possible to intervene whenever critical warnings are transmitted.



**Black** is the title of a book containing the photos of colleagues shot at different moments of their working life by **Silvia Rauti Carbone**, a G&A driver.

The photos illustrated on pages 52-53 are hers.

For some types of transports, such as that of oil products or cryogenic tanks, the driver has a **great responsibility** because, at the time of delivery on the customer's premises, he/she must measure the stocks and check all the safety systems to be able to proceed with the unloading operations according to the standards provided.

The **skills** are thus **many and diversified**. For example, for the transport of foodstuff, it is mandatory to have followed the HACCP course and respective certification.

Within the company, drivers have the **precious support of the operations managers**, who work around customers' needs and who are able to ensure that the delivery is carried out within the times and manners agreed to, according to a complete, although flexible, programme. The operations manager's role is very delicate: such figure has the top organisational and relational skills needed to support the drivers who travel nation-

wide and often throughout Europe. They are drivers' connection with the operating base.

In the last decades, the transport and logistics sector had to face the **driver shortage** phenomenon. Prior to the 2008 crisis, the shortage of on-the-road personnel already had an impact on the transport capacity. The waiting times at industrial sites and the impossibility to programme the activities limit well-being and make this work tiring. Moreover, the union organisations and worker associations point out the stagnation of the pay levels, which caused the earning-expense ratio to decrease, on more occasions. Aside from the individual companies' commitment, this topic should be addressed in a broader framework involving the decisions of trade institutions and associations at national level.

Due to the global 2008 economic crisis and to the inflow of drivers from the Eastern European States, then new members of the European Union, the general pressure on the transport market eased and the com-





pany no longer considered the shortage of drivers as a critical priority.

After a few years of crisis in Europe, an economic recovery was noticed between 2016 and 2019 and the main European economies returned, or nearly returned, to a pre-crisis level, thus resulting in an increase in the demand for road transport and, simultaneously, in a new decrease in the availability and productivity of drivers due to road congestion, stricter driving regulations, unfavourable demographics, increasing waiting times and lower attractiveness of the profession for young drivers.

Moreover, the recent demand for drivers due to e-commerce logistics activities led drivers to approach the so-named “last mile” transport context which ensures greater balance between work and private life, since it essentially concerns daily displacements at a local level.

Consequently, to date and in the years to come, **the demand for a qualified driver**



**workforce exceeds the offer.** Compared to a shortage of about 75,000 specialised drivers throughout the European Union in 2008, new studies have shown that this number has far exceeded 300,000 in the main countries of the Euro area.

Moreover, the greatest source of concern regards the on-the-road personnel, which will be retired in the next decade: according to the latest estimates, they represent approximately 40% of the driving force currently in business.


Like for the whole sector, **the on-the-road personnel context has also profoundly changed for the Autosped G group in the last decade:**

- The incoming and outgoing **turnover has increased** 4 times fold.
- the **average age of drivers** has definitely grown; in fact, more than half are over 50 years of age

- as far as nationality is concerned, **the number of drivers from Eastern European countries has increased threefold**

Autosped has already been trying to find solutions for some time now, solutions aimed at countering this phenomenon by making the driving profession more attractive for the young. In 2022, together with the company G&A (which handles oil and chemical transports), it was decided to promote the “**Logistic 4 Drivers**” Academy, organised in partnership with the Randstad human resources consulting firm and with the active participation of the Employment Agency of the Piedmont region through the Employment centre of Tortona (AL). The project starts in 2023.

The Academy aims to attract young people towards the driving profession by offering **a free course to obtain professional licenses**. These youngsters must meet one requirement to be able to enrol themselves



in this special course, in fact, they must reside within a few kilometres of the seat of Castelnuovo Scrivia (AL). This way, the Group is not only trying to solve a heartfelt social issue, i.e., the lack of work opportunities for the younger generations, as it simultaneously ensures new future drivers, while righteously keeping in mind the new generations' most important requirement, the “work-life balance” element, so as to avoid losing the professional levels acquired.

Always with the aim of attracting the youngest towards the transport and logistics sector, the Group decided to invest directly in schools by supporting, together with other companies and institutions of the area, the implementation of a course especially dedicated to logistics at the Guglielmo Marconi State Institute of Higher Education of Tortona (refer to p. 68 for more information).

## crossing Europe

The ability of the Group's drivers is also confirmed by some episodes which are part of the company's historical memory.

**G&A was the only Company capable of transporting a type of bitumen that had to be constantly kept at a high temperature during** a trip from Northern Italy to Russia (almost on the Siberian border).



## the OMT case

OMT is a highly specialised **engineering Company**. In fact, it manufactures tankers designed for transporting hydrocarbons (petrol, diesel, LPG, AdBlue) and for maintaining a precise atmospheric pressure.

**This leading Company exports its products worldwide.** Here is a list of the latest orders reported in chronological order: 60 trucks for transporting diesel for NAFTAL (Algerian company for the marketing of oil products) and 100 semi-trailers for transporting LPG with the GASCO company of Saudi Arabia.

Each customer and each country has its own requirements: production is thus **extremely flexible** so as to meet every market request.

This means that OMT's workers are highly skilled technicians capable of adapting themselves to different needs.

A confirmation of this top level of excellence is also given by the various certifications acquired and renewed by the Company for some years:

- ISO 9001:2015 – Design and manufacturing of self-bearing and non self-bearing tanks, trailer structures, semi-trailers, tanks, containers and de-





mountables (since 1999, latest renewal 2020)

- UNI EN ISO 3834-2:2006 - Design and manufacturing of self-bearing and non self-bearing tanks, trailer structures, semi-trailers, tanks, containers and de-mountables (since 2007, latest renewal 2020).
- Welding processes and materials (latest renewal 2021)

Plasma cutting, for which great ability and specialised training in terms of safety is required since some of its characteristics (toxic substances, noise) make it potentially dangerous, is one of the techniques used.



## health and safety of workers

The Group is made up of Companies that differ from each other in terms of activities and needs. All have the primary goal of protecting the health and safety of workers, by both applying the regulatory standards and trying to find innovative protocols.

The **National Collective Labour Agreement of the sector of reference**, which provides for the application of health and safety measures to protect workers,

For **all companies of the transport sector**, employees are required by law to undergo a medical examination every two years, while for operators and drivers the frequency is annual.

is applied in all Companies. Reference is also made to **legislative decree 81/08 Consolidated Text for the health and safety of workers**.

From a **health control** perspective, a competent doctor, appointed by the employer, is present in all Companies and defines the health protocols to be followed for the tasks subject to health monitoring and in which specific visits and exams are defined.

The **training on safety** is developed and delivered by carefully monitoring the situation of each individual worker. All newly hired workers are asked to participate in and complete the specific training course on corporate risk, and all the personnel is monitored so as to schedule the refresher sessions within the terms provided by legislative decree 81/08.

The contents of the courses and topics covered in the classroom comply with the requirements of the State-Regions Agreement, and the teaching trainers are professionals with many years of experience,

qualified according to the criteria provided by the legislation.

As far as **worker representation** is concerned, one or more Workers' Safety Representative<sup>4</sup> is/are elected within the Unitary Union Representation<sup>5</sup> and the same is/are required to meet once a year at the meeting required by law.

4 The Workers' Safety Representative is a person (or more people) that is elected or designated to represent workers on aspects connected to health and safety in the workplace (articles 37, 47, 50 legislative decree 81/2008).

5 Unitary Union Representation. This union body exists in every public and private workplace and is made up of no less than three people, all elected by all unionised and non-unionised workers.





## the Terminal San Giorgio case

The **safety at work issue** is crucial for a Company performing such a peculiar activity as that of the Terminal San Giorgio and which is divided into 4 shifts over 364 days a year.

The Company has the **ISO 45001:2018 Certification** for Occupational Health and Safety Systems.

In terms of representation, the Company has 1 corporate Workers' Safety Representative and 1 site Workers' Safety Representative. A yearly meeting is held with Corporate Management, in addition to some meetings throughout the year with the Head of the Prevention and Protection Service<sup>6</sup>.

Depending on the type of task carried out,

employees are divided into three macro-areas (Administrative employees, Operations employees, Port Operators). The administrative employees are subject to health monitoring every 5 years (or every 2 years if above 50 years of age or in case of given certified pathologies), the operations employees and port operators are subject to health monitoring each year, including blood tests (an electrocardiogram and drug test are also provided for port operators).

There is a strong belief that occupational safety is above all based on the diffusion of a solid culture supported by a thorough **training programme**. 100% of the personnel receives the training required by law upon hiring and periodic refresher sessions. The operations personnel receives specific training and instruction for the purpose of handling their



operating means. Training courses that are not required by law (for example, those on the risks associated with the use of alcoholic substances, etc.) are periodically held. Shift supervisors are required to follow specialised courses on accidents.

Not just safety, but also health, understood as employee well-being: in fact, managers regularly participate in courses on conflict management. The focus is aimed at pursuing the so-named improvement spiral which leads to an increase in the level of quality.

The targets, which are defined annually, are subjected to constant checks and updates.

To make training more effective and increase the quality of the courses, **two internal trainers** were identified to teach on operational responsibility and maintenance of the means.

The decision was clear: promoting learning experience wherein the people who carry out that daily activity and who thus have greater know-how are the ones to teach. As for the other Companies of the Group, new workers are gradually introduced: a predetermined protocol provides, for example, for a specific schedule, different than the standard one. Much attention is devoted to training, especially in terms of the practical aspects.

Our continuous commitment to this topic is further confirmed by the study conducted among workers to check for incongruous postures or approaches to greater efforts.

6 Head of the Prevention and Protection Service. The figure is appointed by the employer to coordinate, under his/her responsibility, the prevention and protection service.

» **health and safety**  
of workers

In 2021, 56 accidents were recorded for all Companies of the Group: a small number out of 2,000 employees and especially considering the type of main activity carried out.

The table on the side reports the data relating to the **severity and frequency indexes** of the individual Companies considered in this document.

Assuming the goals of all companies of the Group aim at avoiding accidents, the analysis of the frequency and severity indicators shows that the indexes are under the average National Insurance Institute against Accidents at Work values at Group level.

With regard to the values of the frequency and severity indexes for the Autoservice 24 Company, it should be noted that the performance is due to non-systematic fortuitous events and not directly to the worker's conduct.

As far as Tomato Farm is concerned, in 2021, there were 4 accidents of which one lasted more than 50 days due to a burn. Three ac-

	frequency index	severity index
<b>Autoservice 24</b>	79.02	2.61
<b>Autosped G</b>	11.53	0.36
<b>G&amp;A</b>	8.38	0.44
<b>Gavio &amp; Torti</b>	9.86	0.09
<b>iOne Solutions</b>	0	0
<b>OMT</b>	0	0
<b>Rail Hub Europe</b>	0	0
<b>Tomato Farm</b>	61.8	0.49
<b>Transpe</b>	19.79	0.15
<b>Truck Rail Container</b>	7.73	0.16
<b>Tr.E. Oil</b>	7.83	0.15
<b>Terminal San Giorgio</b>	29.46	1.1
<b>Valsecchi</b>	0	0

cidents out of four concern seasonal staff (working season of 65 days maximum) and the contract is often terminated before the resolution of the accident itself. In previous years, the number of accidents was definitely lower (no accidents occurred in the 2018-2019 period).

# management of **the** Covid-19 **pandemic**

In 2021, all Companies, so as to contain the risk of contagion, continued to rigorously apply, whenever needed, and update all measures adopted previously, in compliance with the provisions of the Authorities and Institutions in charge and recommendations, indications and guidelines issued by the Parent Company.

The Decree of the President of the Council of Ministers of April 22, 2021, marked the start of the recovery of the economic and social activities in compliance with the need to contain the diffusion of the epidemic, thus gradually eliminating, in the light of scientific data and progress of the vaccination campaign launched at the end of December 2020, the restrictions imposed for limiting contagion.

Following the Decree-Law n. 127/2021, which made it mandatory for all workers to have and exhibit, upon request, the green Covid-19 certification as of October 15, 2021, the personnel was promptly informed and invited

to adhere. The consequent updating of the corporate protocols and measures implemented to contain the contagion concerned, among other, the scheduling of checks and respective process, or consequences and actions linked to the lack of certification and terms of access for external subjects. For the purpose of simplifying and rationalising the checks, having taken note of law 165/2021, the operating control methods were further updated, providing for workers to voluntarily present the green pass.

The persistence of the contagion recorded, especially in the last months of 2021, led to the adoption of new and further measures, including mandatorily requiring, as of February 15, 2022, workers of 50 years of age and up to have and exhibit the green Covid-19 vaccination or recovery certification. Such obligation was promptly implemented and communicated to the entire staff.

Access to workplaces was kept limited and,

whenever possible and applicable, the use of smart working was extended until the end of the state of emergency set at March 31, 2022.

The distribution of individual protection devices, information and sanitising products to employees continued, as well as the sanitisation and periodic sanitation of work environments or constant monitoring and consequent compliance with the regulatory provisions on administrative, tax, fiscal, social security and welfare matters issued during the period and applicable to companies.

The constant monitoring of the internal and external context, the amount of information, data and analysis available, the adoption of responsible behaviours by all made it possible to effectively deal with the emergency and to promptly assess, identify and implement the most suitable actions in favour of the health of the personnel and business, thus confirming the excellent resilience of our corporate structure and its processes.

The operations of Autosped G and its controlled Companies did not experience any interruptions.

For the purpose of protecting the health and safety of its employees and partners, the Group constantly continues to **monitor and control the epidemic crisis**, in line and in compliance with the provisions issued by the competent Authorities, also by adapting and strengthening its protocols and operating instructions.







## training

In 2021, a total of 10.529 hours of training were delivered to all the Group's employees. Over 96% of such training is followed by **operators**.

Generally, **training** is especially linked to Health and Safety (47%), thus confirming the importance of this topic for all of the Holding's Companies.

30% is specialised training and includes different types of courses:

- use of the **chronotachograph**, a component of the on-board instruments of commercial and industrial vehicles circulating in the European Community area
- **work at high altitudes**
- transport regulations
- **Privacy and GDPR**
- mandatory course for **Workers' Safety Representatives**
- for the **fire prevention representative**
- use of **defibrillators and semi-automatic external defibrillators**
- **industrial waste management**

A percentage, although minimal, is devoted to training on management processes, which is necessary for the achievement of certain certifications.

Only one of the Group's Companies – Terminal San Giorgio – regularly subjects 25% of its employees to a performance assessment, which is useful for career development.

## Relationships with the **land** among **welfare, sports** and attention to **social issues**

The Autosped G Group's DNA is strongly linked to the land in which its main seat is located, namely the province of Alessandria and, especially, the Tortona area.

Most of the initiatives aimed at supporting the community are in fact addressed to this area.

The idea that a Group like Autosped wants to be close to the realities of this land is at the basis of all the activities selected to offer its support, and, during a delicate situation due to the crisis, the Group helps the most vulnerable segments of the population. The Red Cross is one of such realities, on the front line for more than two years now to address the Covid-19 pandemic which claimed so many victims. Moreover, support is regularly offered to some parishes and oratories that deal with providing continuous assistance to the neediest people.

Autosped G is very committed in the prevention campaign in favour of the fight against

breast cancer. It's an official partner of **WelfareCare**, a Benefit Company which makes mammograms and ultrasounds accessible to women between 35 and 49 years of age.

The Group also pays great attention to sports, so much that the Parent Company has been the sponsor of the women's **Basket Club of Castelnuovo**, which plays in the A2 Category, for years. The team was founded in 1986, thus now almost counting 40 years of activity, with the desire to give the youngsters of Castelnuovo Scivia (AL) and its neighbouring towns a place where to practice sports and to make them grow in a happy and friendly environment.

**WelfareCare**



[www.welfarecare.org](http://www.welfarecare.org)



basket club Castelnuovo S.

The last initiative in chronological order, but not by order of importance, concerns the support given to the creation of a **course dedicated to Transports and Logistics** in the higher education school of Tortona, the Guglielmo Marconi Institute. The project was implemented on the basis of the specific economic characteristics of the territory with the intent of creating a closer connection between the world of education and the labour market. It intercepts a double need: the one shared by many companies, that of finding qualified personnel for their needs, on one hand and being able to offer concrete and attractive future perspectives to the young on the other.

The course is active since the 2022-2023 school year and, on the first day of school in September 2022, Mauro Colombo, Manager of Autosped G, welcomed students together with the municipality's institutions and schools. The course is only a starting point for creating awareness on the world of logistics and transports - which has much





to offer in the area of reference - among the young and their families, through events, conventions and initiatives of various nature.

Among these, the day of November 10, 2022, during which the students of the Marconi Institute of Tortona, both those of the Logistics and Transports course and those of the Mechanical Expert course, were able to assist to a live demonstration of **what it means to work in Motorsports**.

A vehicle for the management of tyres mounted on racing cars was set up in the square in front of the school. Eight Auto-sped technicians showed the operations the vehicle can perform, thus offering a different and effective training experience.

# 04

## ENVIRONMENTAL FOOTPRINT

### QUALITY AND INNOVATION

The strategy adopted by the Group first aims to measure the environmental impact generated and to simultaneously carry out projects and initiatives which, thanks to **constant technological updates**, can help reduce consumptions and, consequently, the emissions produced.

To ensure the **sustainability** of its **processes**, the Group is implementing a management approach which allows to analyse data in real time - such as, for example, the satellite control system - and identify adequate solutions.



94% of the Group's overall **emissions** are **generated by mobile combustion**.

Reducing the consumption of vehicles has thus become a priority requirement both in the fight against climatic change and to help us find an effective solution to the increasing costs of raw materials.

**The Group's story has always followed technological development with a modern fleet in step with the times.**



## commitment to limiting emissions

On the basis of the most recent edition of the Energy report for the **transport** sector drafted by GSE<sup>1</sup>, in which the various components of energy consumption related to the Italian transport industry and dynamics which characterised it in the most recent years have been reconstructed, it is clear that, in 2019, **energy consumption in this sector** amounted to 39,8 Mtoes (tonnes of oil equivalent), a value equal to **34,5% of the country's overall energy consumption**.

Among the means of transport, **the greatest consumption is associated with road transport (83% of the total)**.

The topic is also pressing at European level, so much that, in 2020, the European Commission developed a Smart Mobility Strategy and respective Action Plan. The goal is to make transports more sustainable and resil-

ient within the European Union with respect to potential future issues.

The first action is that of ensuring a fleet of vehicles that is constantly updated and monitored. The **replacement of Euro 5 vehicles with Euro 6 vehicles**, which now account for **92.51% of the overall fleet**, has almost been completed. The new vehicles acquired are all Euro 6 Diesel. In general, **road trucks** (vehicles which tow articulated lorries) **are renewed every 5-6 years**, so as to always ensure the use of state-of-the-art machines from a technological viewpoint and, thus, improved performance. To date, the decision to proceed with diesel vehicles is practically necessary, since the methane distribution network is reduced in both Italy and Europe, thus involving refuelling issues. Moreover, when dealing with vehicles that transport petroleum products, diesel is the refineries' preferred choice reasons of safety.

The **continuous maintenance** of the vehi-

1 Ref. <https://www.gse.it/servizi-per-te/news/energia-nei-trasporti-pubblicato-il-nuovo-rapporto-statistico-gse-2020>





cles is also important in limiting environmental impact; among others, it makes it easier to predict when vehicles have to be replaced. The **maintenance of trucks** is carried out directly by dealers on a **scheduled** basis and thanks to this constant monitoring, it is thus possible to reduce the environmental impact of emissions. The maintenance of trailers and tanks is in-house.

**Specific defensive and safe driving courses** are also held (refer to p. 50 for more information) to improve driving performance, also in terms of consumption.

An important innovation concerns the **satellite control**, which allows to monitor all steps of a transport, both for environmental safety in the event of spills or accidents and for the safety of drivers, for example through the chronograph aimed at keeping track of the driving times. Thanks to this system, we are able to identify the consumption of each individual license plate in real time, and this

obviously encourages greater attention.

In recent years, one of the main logistic topics on which the Autosped Group and all directly concerned Companies have constantly invested concerns **intermodal development**, i.e., a type of transport which relies on the combined use of different vehicles. This is especially used for transporting volumes of a certain size, or for medium-long distances, and to reduce road travel, thus improving the circulation of loads and goods. The Group has two seats in which it carries out such type of logistics. In **Rivalta Scrivia** (AL), where - over an area of about 1,2 million square meters - there is an **intermodal logistics platform** for the revitalisation of national and international rail and road networks. Such platform is managed by **Rail Hub Europe**. The container terminal also has 5 tracks of about 800 meters in length each and for which a direct connection with the Rivalta Scrivia (AL) railway station is planned. In **Genoa**, the **logistics** is more

strictly related to the **port** with the activity of **Terminal San Giorgio**, which is now the Ligurian port's main multipurpose terminal, i.e., specialised for all transports not travelling in containers. The Terminal San Giorgio can provide up to 6 docks and has a series of special areas for **cars, trailers, industrial rolling stocks and any other type of rolling stock**. It is thus able to provide a complete service within the European Motorways of the Sea Programme.

Lastly, but not in order of importance, the Group also has **energy efficiency projects**, of which some are already completed and others scheduled, for its various seats.

## MOTORWAYS OF THE SEA



Motorways of the Sea is a European programme which provides for an efficient maritime transport system capable of increasing the effectiveness and competitiveness of the combined road-sea transport method. The Motorways of the Sea is an alternative and often complementary solution to road trans-

port which allows to make trucks, containers and vehicles travel on ships. In view of an environmentally sustainable development, this thus limits the traffic of the road network, with consequent benefits in terms of accident prevention and reduction of the pollution generated by road transport.

At the Autosped G seat, there is a **photovoltaic system** which allows to save 3,67 tCO<sub>2</sub>eq of emissions into the atmosphere.

**Tomato Farm**, following the latest energy audit, has **planned yearly investments to increase its energy savings**. Among the projects considered: insulation of pipes for the passage of steam and hot water, census of all motors for inverter insertion or replacement with latest generation devices, monitoring of consumptions.

**The table on the side** shows other interventions that are either in progress or scheduled in the main seats owned.

seat	intervention	status
Castelnuovo Scrivia	<b>Lighting towers: LED installation</b>	Operating
	<b>Replacing neons in the offices with LED</b>	Study and estimate
	<b>Increasing the solar system by applying panels to the entire roof of the AS24 workshop and reviewing the solar system already implemented on the office building</b>	Study and estimate
	<b>Electric car charging stations</b>	Study and estimate
Carbonara Scrivia	<b>Electric truck charging stations</b>	Study and estimate
	<b>Lighting towers: LED installation</b>	Waiting for installation
	<b>Installing a solar panel system on the roof of the former Pirelli warehouse to address the site's needs: building, purifier, cleaning and lighting towers</b>	Study and estimate
Sannazzaro	<b>Replacing neons in the offices with LED</b>	Study and estimate
	<b>Reviewing the solar panel system</b>	Study and estimate
	<b>Replacing neons in the offices with LED</b>	Study and estimate
	<b>Lighting towers with LED</b>	Operating

# food transports: **quality** and **certifications**

The transport of food and feed products - managed by the parent company Autosped G - is a constantly evolving sector in terms of commitment and investment.

The tanks used are approved for the transport of food liquids and silos for food powders both in Italy and abroad.

Even greater care is devoted to the maintenance of the vehicles used to transport such type of products: the washing of the vehicles (tanks or other) is done internally according to a management which provides for a series of certified periodical checks.

The attention to the **quality of the service** is also demonstrated by the many certifications, among which kosher. Such certification implies that the tanks used to

transport kosher food (which can thus be consumed by an observant Jew) are sanitised through a specific procedure.

The customers of this particular sector are very careful and have various requirements as far as cleanliness is concerned: **product safety and its maintenance along the entire supply chain are of the utmost importance.**

To comply with such requirements, the renovation of the plant for washing the food part and its respective purification system was implemented in 2021 - and completed in 2022 - for a value of **430 thousand euros.**

Gas or oil burners are used in the food sector since the washing water must reach 80°C for a proper sanitisation.

## Tomato Farm with **xFarm** to **digitalise** the supply chain

For a Company such as Tomato Farm, whose mission is to transform a fully Italian high quality product that is grown locally and processed within a few hours of harvesting, the environmental responsibility topic is strictly connected to its corporate strategy.

To ensure less environmental impact at the level of the supply chain, mainly made up of farmers, an **agronomic project was implemented with the support of xFarm to digitalise the supply chain**, manage irrigation, monitor crop insects and create preventive disease models. Through the implementation, education and training of the supply chain via digital solutions, we expect improved management and greater sustainability, aiming at the integrated calculation of the carbon footprint.

Using xFarm's analytics platform, **the supply chain managers can view the data of the registered farms** - thus the contributions, operations carried out, irrigation and

preventive operations - in real time and through a single application. This way, the control of compliance with the specifications and management of the production cycle is simpler and more efficient.

Currently, the project implemented in 2022 involves **30 suppliers**.

**The data is analysed and validated** by the international certification body RINA.

xFarm's technology also allows to analyse the so-called **climate-changing emissions**. The calculation of the carbon footprint per kg of product (or per cultivated hectare) is carried out on the basis of the data actually recorded by sensors in the field or entered by the farmers themselves within the platform: such primary data is thus used to estimate, as realistically as possible, the environmental impact of each individual company.

The sustainability results achieved by the 30



farms involved in the project are then certified by the certification body Rina.

Such is done with the aim of reducing the use of agronomic inputs, of improving the sustainability of the supply chain year after year and of extending the project to all suppliers (over 200 farms) over the next 3 years.



**xFarm**  
[www.xfarm.ag](http://www.xfarm.ag)

# energy consumptions and emissions of the Group

The Group started to **monitor its consumptions and respective emissions** according to the specifications reported in the **UNI EN ISO 14064-1:2019** standard and **GHG (Greenhouse Gas) Protocol**, with the aim of ensuring the comparability of the data.

## consumptions

The 2021 data relating to the Group's consumptions, divided among the companies of the so-called Transport Sector, which obviously mainly consume fuel, and the two manufacturing companies OMT and Tomato Farm, is reported here below.

### transport group

#### Energy

302-1 Direct energy consumption

<b>electric power</b>	kWh	1,581,336
<b>methane gas</b>	Scm	85,924
<b>LPG</b>	l	16,955
<b>oil for heating</b>	l	29,853
<b>automotive diesel</b>	l	31,519,362



## OMT

### Energy

302-1 Direct energy consumption

<b>electric power</b>	kWh	307,045.00
<b>methane gas</b>	Scm	97,407.00
<b>automotive diesel</b>	l	27,748.58

## Tomato Farm

### Energy

302-1 Direct energy consumption

<b>electric power</b>	kWh	3,249,101
<b>methane gas</b>	Scm	2,523,678
<b>automotive diesel</b>	l	13,006

# emissions

The reporting of GHG emissions/removals is done in tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq), using the appropriate GWP (Global Warming Potential)<sup>2</sup>.

In detail, the Group actually measures<sup>3</sup>

- o **Scope 1** (Direct emissions): emissions deriving from the direct combustion of fossil fuels, mainly for heating, producing electric and thermal energy on site and refuelling transport vehicles, or emissions deriving from leaks of fluids with a high atmospheric impact, such as those for refrigeration, fire prevention fluids, etc. The sources of emissions classified as Scope 1 are directly owned and

controlled by the organisation, and the consequent emissions occur within the selected limits.

- o **Scope 2** (Indirect emissions from external energy consumption): emissions deriving from the combustion of fuels for producing electricity or heat (in the form of steam or heat in general) imported by the organisation; the importer is indirectly responsible for the emissions generated by the supplier producing the energy required.

The inventory includes emissions/removals divided according to the main greenhouse gases, such as: CO<sub>2</sub> (carbon dioxide), CH<sub>4</sub>

2 factor used to describe the impact as a radiant force of a mass unit of a GHG data compared to an equivalent unit of carbon dioxide over a given period of time.

3 Scope 3 emissions (Other Emissions or indirect Removals) can also be measured. Emissions deriving from the products and services used by the organisation, such as the emissions generated by business travel, goods used, worker mobility, etc.; the GHG emissions connected to the fuel supply chain are also included in Scope 3. The Scope limit is agreed to by the organisation and it is generally necessary to include only what the organisation can quantify and influence in Scope 3.

(methane); N<sub>2</sub>O (nitrous oxide), HFCs (hydrofluorocarbons), PFCs (perfluorocarbons) and SF<sub>6</sub> (sulphur hexafluoride).

As per the rest of the document, the Companies considered for the calculation of the emissions are the following:

**Autosped G**  
**Gavio & Torti**  
**Truck Rail Container**  
**G&A**  
**Tr.E. Oil Transport**  
**Transpe**  
**Valsecchi**  
**Terminal San Giorgio**  
**Rail Hub Europe**  
**I.one Solution**  
**Tomato Farm**  
**Omt**  
**Autoservice 24**

The direct emissions classifiable in **Scope 1** are those deriving from:

- o GHG emissions from fuels for heating the sites controlled by the organisation
- o GHG emissions from the consumption of fuels for the vehicles owned by the company
- o GHG emissions from recorded leaks of HFCs from the refrigeration units

The indirect emissions connected to energy consumption, classifiable in **Scope 2**, are those deriving from the purchase of electricity from the grid.

**The Company Autosped G spa does not release emissions into the atmosphere**, considered by the standard of reference as greenhouse gas removal, since it has a photovoltaic energy production plant.

The Group's 2021 emissions are reported here below.

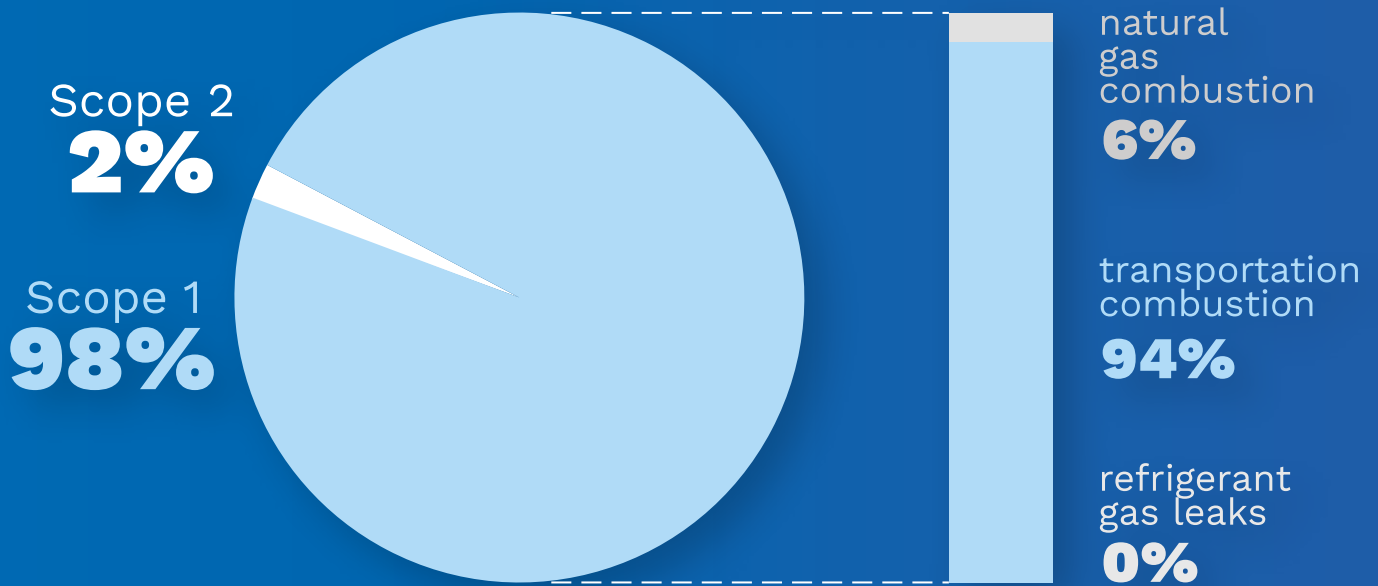
Activity	Total GHG Emissions [tCO <sub>2</sub> eq]	
<b>Scope 1 - Direct GHG emissions</b>	95,308.09	98%
Stationary combustion	5,675.98	6%
Mobile combustion	89,630.02	94%
Refrigerant gas leaks	2.09	0.002%
<b>Scope 2 - Indirect GHG emissions from energy consumption</b>	1,823.66	2%
Purchase of electricity	1,823.66	
<b>total</b>	<b>97,131.75</b>	

Direct GHG emissions in tonnes of CO<sub>2</sub> equivalent are predominant compared to indirect ones. **Scope 1** emissions correspond to **98% of the total**, with 95.308,09 tonnes of CO<sub>2</sub> produced, and are mainly due to **mobile combustion** (89.630,02 tonnes of CO<sub>2</sub> equivalent in 2021), followed by those due to stationary combustion (5.675,98 tonnes of CO<sub>2</sub> equivalent in 2021), respectively equal to **94%** and 6% of the Scope 1 total.

**Indirect GHG emissions** (Scope 2) are ex-

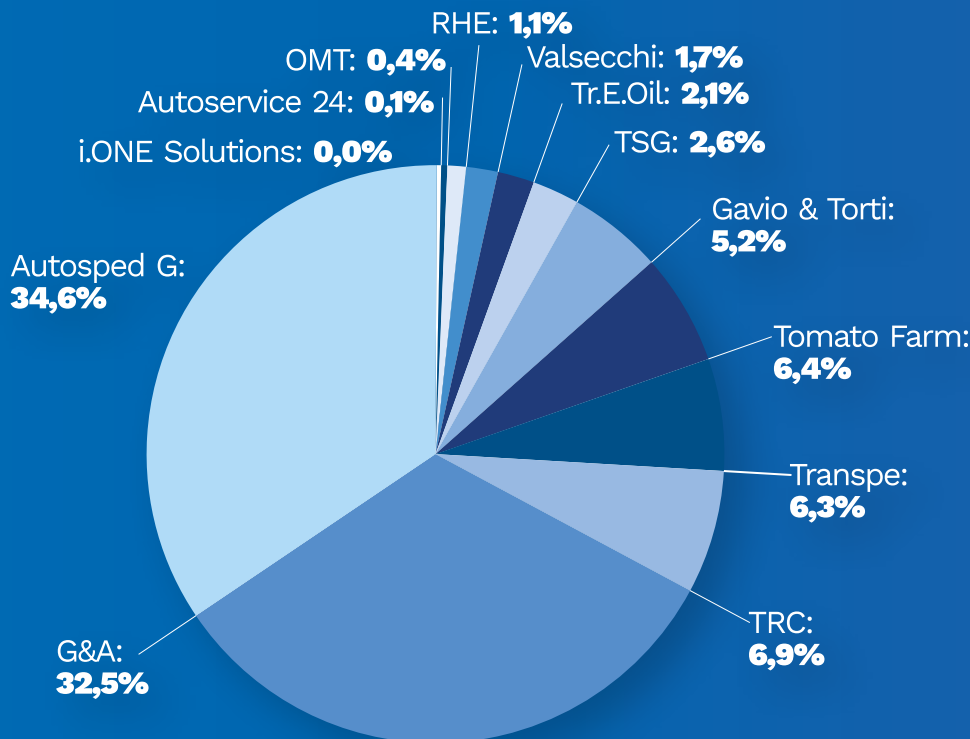
clusively related to the purchase of electricity and **correspond to 2%** of the total (1,823.66 tonnes of CO<sub>2</sub> equivalent in 2021).

**Refrigerant gas leaks are decidedly minimal** (2.09 tCO<sub>2</sub>eq, equal to 0.002% of the Scope 1 total) since only recorded for an external air conditioning unit in the Rail Hub Europe company, while all other companies did not record any coolant top-ups.



### 2021 emissions inventory

The main difference lies between the companies of the transport sector - in which Scope 1 emissions account for 100% of the emissions generated for all - and the others, wherein, depending on the type of activity carried out, the Scope 2 emissions can account for 23% of the total in the case of OMT (a company in the engineering sector and which produces tankers for transporting hydrocarbons) and 57% in the case of Autoservice 24 (the company that handles the washing of the vehicles and mechanical workshop).



### Breakdown of the Autosped G Group's emissions

The chart on the side shows the breakdown of the GHG emissions of the sites reported. The two main transport Companies, the parent company **Autosped G** and **G&A** account for about 70% of the total emissions produced.

The calculation of the emissions was carried out using the operational control method according to which the organisation accounts for all GHG emissions deriving from the installations over which it has operational and financial control.

No.	Company Name	Operational control		total
		Scope 1	Scope 2	
		tCO <sub>2</sub> eq	tCO <sub>2</sub> eq	tCO <sub>2</sub> eq
1	AUTOSPED G	33,448.38	131.97	33,580.3
2	GAVIO & TORTI	5,039.97	14.98	5,055.0
3	TRC	6,654.61	0.00	6,654.6
4	G & A	31,509.22	62.74	31,572.0
6	TR.E.OIL	2,068.36	0.00	2,068.4
7	TRANSPE	6,121.54	4.37	6,125.9
8	VALSECCHI	1,691.37	0.00	1,691.4
13	TSG	2,268.65	267.97	2,536.6
14	RHE	964.28	147.54	1,111.8
16	i.ONE SOLUTION	34.90	1.33	36.2
17	TOMATO FARM	5,186.74	1,052.10	6,238.8
18	OMT	274.35	79.78	354.1
21	AUTOSERVICE 24	45.71	60.89	106.6
	<b>total</b>	<b>95,038</b>	<b>1,824</b>	<b>97,132</b>

## other **environmental indicators**

The other environmental indicators considered, as part of the specifications of the GRI standard, are also reported here below, divided according to the companies' sector. This because, as explained in the method section, the Autosped G Group's Report is based on the development of the various activities and experiences that coexist.



### **Water:** transport sector

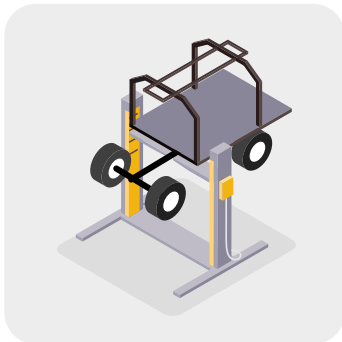
*(all companies except for OMT and Tomato Farm)*

In 2021, **33,644 cubic meters** were drawn from the **public aqueduct** and 27.421 cubic meters ended up in civil waste waters.

Among the companies considered in the Transport sector, the one with the greatest impact on water consumption is **Autoservice 24**, which carries out the cleaning and recovery of food tanks for the Group and external customers in its seat of Carbonara Scrivia. Such activity is carried out by means of a washing plant which draws water from the aqueduct and well and which is equipped with an authorised wastewater purification plant that drains the water into the public sewers. In terms of water savings, the system recovers an average of 1,000 l./day.

For the external vehicle washing plant of Castelnuovo Scrivia, the water is drained in the public sewers. Before being drained, the washing water passes through several settling tanks and is drained into the sewers after having passed through the oil separator.

All the Company's civil drains are connected to the public sewers, except at the Auto-service 24 seat of Carbonara Scrivia, which drains into a septic tank.



### Water: OMT

In the case of OMT, a company of the engineering sector that builds tankers for the transport of hydrocarbons, the water drawn for

non-industrial use comes from the public supply. This water is used for purely sanitary/civil purposes. As far as the industrial use of water is concerned, OMT has its own reserve of about 200 cubic meters for fire prevention and hydraulic tests. In fact, the water is used to test the tankers at 0.7 bars.

**The industrial water** is in fact **constantly recycled** since the water is still clean and

poured back into the same tank, which also has the function of settling the solid bodies, at the end of the hydraulic tests carried out to test the tankers. The tank is periodically emptied by filling above-ground tanks and the sludge is sucked up and disposed of. The topping-up of evaporations and impromptu leaks is carried via the fire prevention network connected to the centralised tank located on the Road to Pozzolo Formigaro.

To prevent oily or polluting substances from leaking into the public sewers, absorbing cushions for oils and chemical substances are used at the overflow point.

In 2021, **743 cubic meters** (all drained into the public sewers) were drawn, whereas **about 5 thousand cubic meters of recycled water** were used.

### Water: Tomato Farm

Tomato Farm belongs to the canning in-





cooling towers are adequately filled with **well water**.

Following the initial filling and the start of production, the **water is largely recirculated**.

The water drawn from the wells during an average work cycle is equal to about 50 cm/h, of which

- 20 cm/h for production and the general network
- 30 cm/h for cooling the finished product (the tomato is brought to the packaging temperature in the sterilisers)

dustry and, before starting the production campaign, the tanks of the purification plant, those for feeding the boilers and for the plant's general network and the

About 5cm/h of water is drawn from the aqueduct and used for the last washing of the tomatoes.

**A part of the water is instead produced by the condensation of the tomato during the evaporation step** (the evaporation step is used both in the production of the concentrated and puréed line and in that of the fine and diced pulp line):

- 24 cm/h from Venus evaporators (average data)
- 17.4 cm/h from Apollo evaporators (average data)

The recirculating water flow rate, equal to about 400 cm/h, is used to unload the product from the transport means and to channel the tomato up to the first processing step, by simultaneously carrying out the first rough wash. Subsequently, it is sent from the storage tanks to a lift tank which will in turn supply the purifier.

A water recirculation system is also pres-

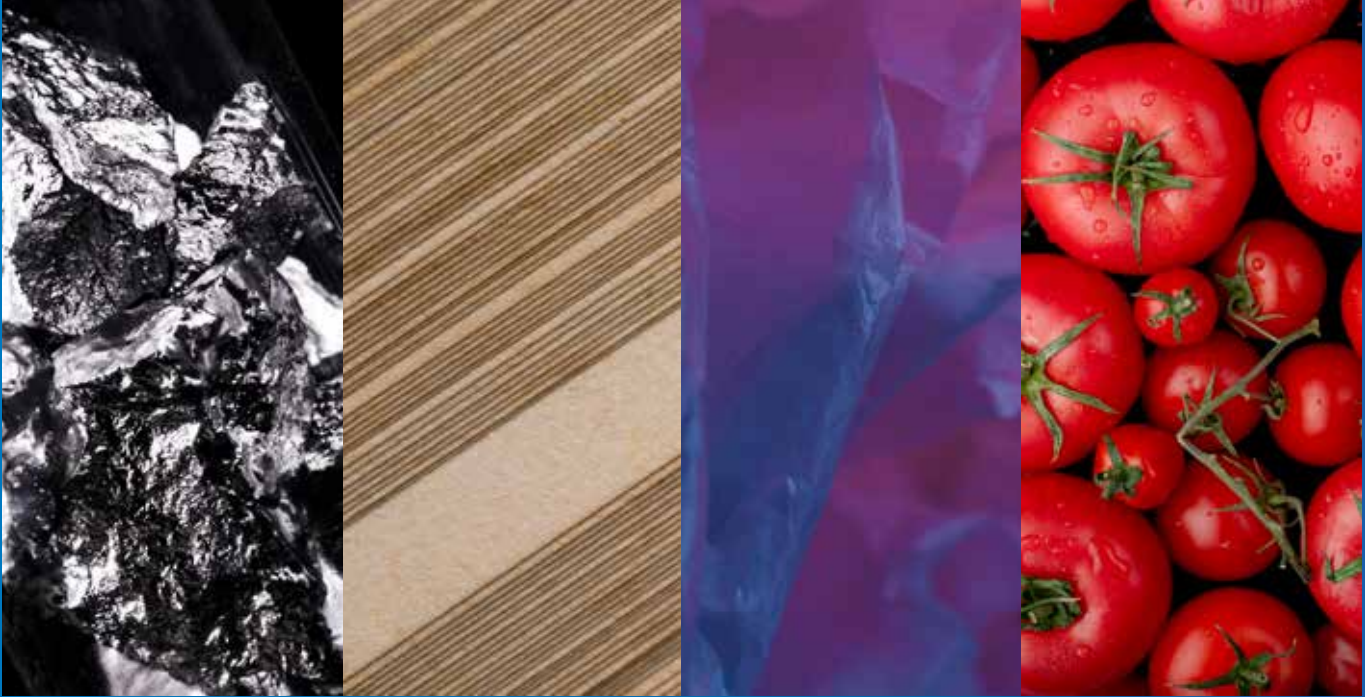
ent from the Apollo preconcentrator, Venus evaporation tower and sterilisers to the respective cooling towers: such system is replenished by the water created from the condensation of the tomato during the concentration step. The overflow from the cooling towers is conveyed to the activated sludge purifier, from which the centrifuged sludge comes out and is spread on the field according to the provisions of the Single Environmental Authorization (SEA). The authorized discharges are: reused for irrigation, drained onto the ground (dry canal adjacent to the property), drained into the sewers.

Given the nature of its activity, which makes it sensitive to the environmental issues of the area in which it operates, Tomato farm **plans on increasing the amount of recirculated water each year so as to reduce the need to draw it from wells as much as possible.**

The final goal currently under study is that of reusing the water coming out of the purifier.

The summary of the water consumption of Tomato Farm is reported in the table here below and from which we can see how almost half the water used in production (about 48%) consists of recycled water.

GRI 303-3	Water drawn		
	<b>from public aqueducts</b>	m <sup>3</sup>	5,082
	<b>from wells (first aquifer)</b>	m <sup>3</sup>	55,125
	<b>total</b>	m <sup>3</sup>	60,207
	<b>recycled water</b>	m <sup>3</sup>	55,735
GRI 303-4	Water discharges		
	<b>Total waste water</b>	m <sup>3</sup>	47,534
GRI 303-5	Water consumption		
	<b>water used in production</b>	m <sup>3</sup>	115,942
	<b>% of recycled water/water used in production</b>	%	48
	<b>water consumption/unit of fresh product</b>	m <sup>3</sup> /t	1.29
	<b>water consumption/unit of fresh product</b>	m <sup>3</sup> /t	3.37



## Raw materials used and production

As far as the raw materials used are concerned, the companies of the Transport sector practically do not have anything to report, except for the 4,60 t of detergents used by Autoservice 24.

The situation is different for the two production companies, i.e., OMT and Tomato Farm.

In the case of **OMT**, the main materials used (partly from minerals and partly recycled) for the 2021 construction of 129 tankers and 24 semi-trailers for containers are as follows:

Aluminium	t	228,300
Carbon steel	t	297,338
Stainless steel + Duplex	t	196,127

For the rest, various metal, rubber and plastic products, whose origin in terms of recycling is not defined, are used.

As far as **Tomato Farmis** concerned, the **products generated** are **divided according to the type of packaging** used. A chart reporting the quantities is reported here below:

### Regenerated products and respective packaging materials

#### Packaging

Metal drums	t	621
Plastic covers	t	16
Wooden pellets	t	366
Antiseptic pouches (mixed materials)	t	88.3
Cardboard	t	133.2

The renewable raw materials used are:

### Renewable raw materials

Tomato	t	89,809
Citric acid (E330)	t	17.6
Calcium chloride	t	3.5

## Waste

### Transport sector

As far as the transport sector is concerned, the overall data related to waste management is reported here below:

Waste produced by type and disposal method		
Non-hazardous waste produced and sent for recycling	Kg	318,034.00
Hazardous waste produced and sent for recycling	Kg	68,603.00
Non-hazardous waste produced and disposed of	Kg	68,220.00
Hazardous waste produced and disposed of	Kg	0.00
<b>Total waste produced</b>	<b>Kg</b>	<b>454,857.00</b>

### OMT

Aluminium, stainless steel, carbon steel and wood are considered non-hazardous waste. The sludge resulting from plasma cutting is considered hazardous waste.

Waste produced by type and disposal method		
Non-hazardous waste produced and sent for recycling	Kg	52,430
Hazardous waste produced and sent for recycling	Kg	2,990
<b>Total waste produced</b>	<b>Kg</b>	<b>55,420</b>

### Tomato Farm

There are two types of non-hazardous waste: monitors (R3) and the waste spread on the ground for agricultural benefits (R10).

Waste produced by type and disposal method		
Non-hazardous waste produced and sent for recycling	Kg	942,000
Non-hazardous waste produced and disposed of	Kg	234
Hazardous waste produced and disposed of	Kg	832
<b>Total waste produced</b>	<b>Kg</b>	<b>943,066</b>
<b>Waste produced/product units</b>	<b>Kg</b>	<b>10.5</b>



## Valsecchi, transporting special waste

The core business of Valsecchi Srl is to transport special Hazardous and Non-hazardous liquid and solid waste.

Valsecchi uses stainless steel tanks with one, two or three compartments of various capacities and authorised and tested for transport under the ADR regime (European Agreement concerning the International Transport of Hazardous Goods by Road).

Most of the semi-trailer tanks are further equipped with suction pumps capable of withdrawing liquid waste from silos, underground tanks, settling tanks, small tanks and drums and they are all provided with the fit-

tings needed for being connected to plants and pipes of any type for the loading and unloading of water, solvents and acids.

The company further has an arched platform provided with lifting-lowering and covering/uncovering means for various goods and palletised waste, as well as flat mobile semi-trailers (walking-floors) for loose and palletised solid waste.

In 2021, the company transported 125,773 tonnes of special hazardous waste and 131,511 tonnes of special non-hazardous waste.

## Relevant spills

In the setting of the transport sector, it is normal to see accidents related to the spillage of the material transported throughout the year. Such are carefully monitored to limit damage as much as possible.

To minimise the environmental impacts due to any spill as much as possible, the Group's transport sector has implemented a partnership with an environmental emergency response Company which operates nationwide and which ensures prompt interventions.

**Autosped G:** a 400-litre diesel spill due to a hole in the tank. This was a one-time event.

**G&A:** a 400-litre diesel spill while unloading fuel. The event was determined by the activity and is anyhow attributed to the high number of deliveries (about 500 thousand throughout the year).

**Tr.E. OIL Transport:** a spill of about 70 litres during the fuel unloading steps. This is also a small number considering the number of trips made.



attached:

## calculation method **used** for the **emissions/removals**

The method used to quantify GHG emissions/removals within the organisational and operational boundaries concerns the “calculation” based on the multiplication of the “Activity data,” which quantifies the activity and the corresponding “Emission factor”:

$$\text{Emission} = \text{Activity data} \times \text{EF} (\times \text{GWP})$$

wherein:

- GHG emissions = the amount of GHG emitted by the activity and expressed in tonnes of CO<sub>2</sub> (tCO<sub>2</sub>) or tonnes of CO<sub>2</sub> equivalent (tCO<sub>2</sub>eq)
- Activity data = the generated or used quantity which describes the activity expressed in energy (J or kWh), mass (kg), kilometres (km) or volume (litres or Sm<sup>3</sup>)
- EF = the Emission factor for the conversion of an activity data into the amount of the consequent GHG emission

If the emission factor is expressed in tonnes of CO<sub>2</sub> equivalent, the multiplication by the GWP is superfluous. If the emission factor instead converts an activity into the mass of a generic GHG, it is necessary to use the GWP (Global Warming Potential) of the greenhouse gas to convert the emission into the equivalent carbon dioxide mass. The GWP reference values are obtained from the

“Global Warming Potential Values”<sup>1</sup> list issued by the Greenhouse Gas Protocol and relating to the Fifth Assessment Report (AR5).

The values used as activity data and emission factor derive from:

### Activity data:

- Electricity: energy data expressed in kWh deriving from the regulatory metre readings reported in the bills and used to determine the emissions
- Natural gas: the consumption data, in Sm<sup>3</sup> or litres, deriving from the regulatory metre readings or corporate databases
- Automotive fuels: consumption data, in litres and/or kilometres travelled by the vehicle, obtained from the corporate database containing the data gathered
- Emissions for greenhouse refrigerant fluid leaks: data concerning the amount of refrigerant reduction deriving from the greenhouse gas leaks recorded in the F-GAS Declaration pursuant to art. 16, paragraph 1, of the Presidential Decree of the Republic

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<sup>1</sup> File reported on the link: <http://www.ghgprotocol.org/calculation-tools>

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**Emission factors:**

- Emission factor for the electricity purchased: data calculated using the “Location-based” approach which reflects the average intensity of the national grids’ emissions, calculated based on the Fuel Mix of the fuels taken from the “Historical series of national emission factors for the production and consumption of electricity”<sup>2</sup> provided by ISPRA.
- Emission factors for stationary combustion: data obtained from the table of the 2021 national UNFCCC inventories of reference named “2021 table of national standard parameters”<sup>3</sup> and from the 2020 Italian<sup>4</sup> fuel emission factors issued by ISPRA
- Emission factors for mobile combustion: data taken from the “Database of the average Italian emission factors of road transport”<sup>5</sup> issued by ISPRA and from the “GHG Emission Factors HUB”<sup>6</sup> issued by EPA (United States Environmental Protection Agency)

The values of the emission factors and GWP used are reported in the **table on the side**.

Global Warming Potential (GWP) of greenhouse gases.

GHP	GWP [tCO <sub>2</sub> eq/tGHG]
CO <sub>2</sub>	1
CH <sub>4</sub>	28
N <sub>2</sub> O	265
R32	677
R407C	1624
R410a	2088

Global Warming Potential (GWP) azeotropic mixtures.

Refrigerant	mass fraction	GWP [tCO <sub>2</sub> eq/tGHG]
HFC-32	1	677
<b>R32</b>		<b>677</b>
Refrigerant	mass fraction	GWP [tCO <sub>2</sub> eq/tGHG]
HFC-125	0.5	3500
HFC-32	0.5	675
<b>R410a</b>		<b>2088</b>
Refrigerant	mass fraction	GWP [tCO <sub>2</sub> eq/tGHG]
HFC-32	0.23	677
HFC-125	0.25	3170
HFC-134a	0.52	1300
<b>R407C</b>		<b>1624</b>

2 File downloadable on the link: <http://emissioni.sina.isprambiente.it/serie-storiche-emissioni>

3 File downloadable on the link: <https://www.assolombarda.it/servizi/ambiente/informazioni/ets-tabella-parametri-standard-nazionali>

4 File downloadable on the link: <http://emissioni.sina.isprambiente.it/serie-storiche-emissioni>

5 File downloadable on the link: <http://www.sinanet.isprambiente.it/it/sia-ispra/fetransp>

6 File downloadable on the link: <https://www.epa.gov/climateleadership/ghg-emission-factors-hub>



The emission factor used to purchase electricity is equal to 259.8 gCO<sub>2</sub>/kWh, obtained from the national ISPRA data: emission factors of carbon dioxide from the gross thermoelectric production per fuel, referring to the last year available, i.e., 2020.

The emissions factors used for the stationary combustion of respectively natural gas, diesel and LPG are reported in the **table on the side**. As already mentioned previously, the values were calculated based on the data present on the national UNFCCC inventories and in the historical emission series of ISPRA.

For the activity of mobile combustion, the ISPRA emission factors used in the present analysis are reported according to the sector and type of fuel used for the vehicle, as defined by the “2006 IPCC Guidelines for National Greenhouse Gas Inventories.”

#### Emission factors - stationary combustion - natural gas

EF - Natural Gas	tGHG/TJ	tGHG/Scm*10 <sup>3</sup>	tCO <sub>2</sub> eq/10 <sup>3</sup> *Scm
CO <sub>2</sub>	57.918	2.04E+00	2.04E+00
CH <sub>4</sub>	0.0025	8.82E-05	2.47E-03
N <sub>2</sub> O	0.001	3.53E-05	9.35E-03

#### Emission factors - stationary combustion - diesel

EF - Diesel	kgGHG/GJ	tGHG/l	tCO <sub>2</sub> eq/l
CO <sub>2</sub>	73.927	2.66E-03	2.66E-03
CH <sub>4</sub>	0.007	2.52E-07	7.06E-06
N <sub>2</sub> O	0.002	7.20E-08	1.91E-05

#### Emission factors - stationary combustion - LPG

EF - LPG	kgGHG/GJ	tGHG/l	tCO <sub>2</sub> eq/l
CO <sub>2</sub>	65.984	1.69E-03	1.69E-03
CH <sub>4</sub>	0.001	2.57E-08	7.19E-07
N <sub>2</sub> O	0.002	5.14E-08	1.36E-05

#### Emission factors - transport

activity	category	fuel	CO <sub>2</sub>		
			tonnes/litres	tonnes/litres	tonnes/litres
Mobile combustion	Light Commercial Vehicles	Diesel	2.65E-03	3.96E-09	6.67E-08
	Heavy Duty Trucks	Diesel	2.65E-03	6.95E-08	1.22E-07
	Heavy Duty Trucks	LNG	1.19E-03	2.30E-06*	6.21E-10*
	Special vehicles	Diesel	2.70E-03	2.19E-07	2.06E-07



**GRUPPO AUTOSPED G**

Viale Europa 25 - 15053 Castelnuovo Scrivia (AL)

[www.gruppoautospedg.com](http://www.gruppoautospedg.com)