

Sustainability Report

Year 2023



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Sustainability Report

2023







Organisation Profile

GRI 2-1 • GRI 2-2 • GRI 2-6

Curcio Trasporti e Servizi Srl is a leading transport and logistics company in both the domestic and international markets.

With no less than four locations throughout Italy and France, the company guarantees an effective, efficient and transversal service along the entire distribution chain, capable of satisfying customer needs and requests in a fast and flexible manner.

More than 50 years of experience and the ability to constantly invest in personnel training and new business technologies have allowed Curcio Trasporti e Servizi Srl to distinguish itself and emerge on the market. Thanks to customer loyalty, strategic corporate skills and the enhancement of internal collaborators, the company has grown, achieving great potential and great objectives, some of which can be seen through the certifications obtained over the years. With its sensitivity and openness to the issue of sustainability, it is a protagonist of public training events, as well as those aimed at its internal staff, and is at the forefront in the activation of new green economy techniques to reduce environmental impact in accordance with its business model.

This report refers to the set-ups of the following company locations:

- Loc. Sant'Antuono Z.I. - 84035 Polla (SA);
- Via Torricelli n.6 – 42049 Loc. Calerno di Sant'Ilario D' Enza (RE).

The company has operational facilities (offices, factories, warehouses, land, etc.) covering a total area of 21045 square metres.



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2023

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CURCIO

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We are actively committed to reducing our environmental impact, aware of the crucial role we play in promoting a greener and more responsible future.

Giuseppe Curcio

Sole Director Curcio Trasporti e Servizi Srl



Reporting information

GRI 2-3 • GRI 2-4 • GRI 2-5

The company publishes its environmental and social sustainability results in a special report, starting in 2023 and on an annual basis. The Sustainability Report was prepared in accordance with the GRI Sustainability Reporting Standards, defined in 2016 by the Global Reporting Initiative (GRI Standards) and updated to 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material topics.

This sustainability report is prepared with reference to the GRIs by ESG-VIEW (www.esg-view.com).

- ✔ **GRI Sustainability Reporting Standards**
- ✔ **Sustainability Accounting Standards Board (SASB)**

This declaration is published on the Curcio Trasporti e Servizi Srl website at:

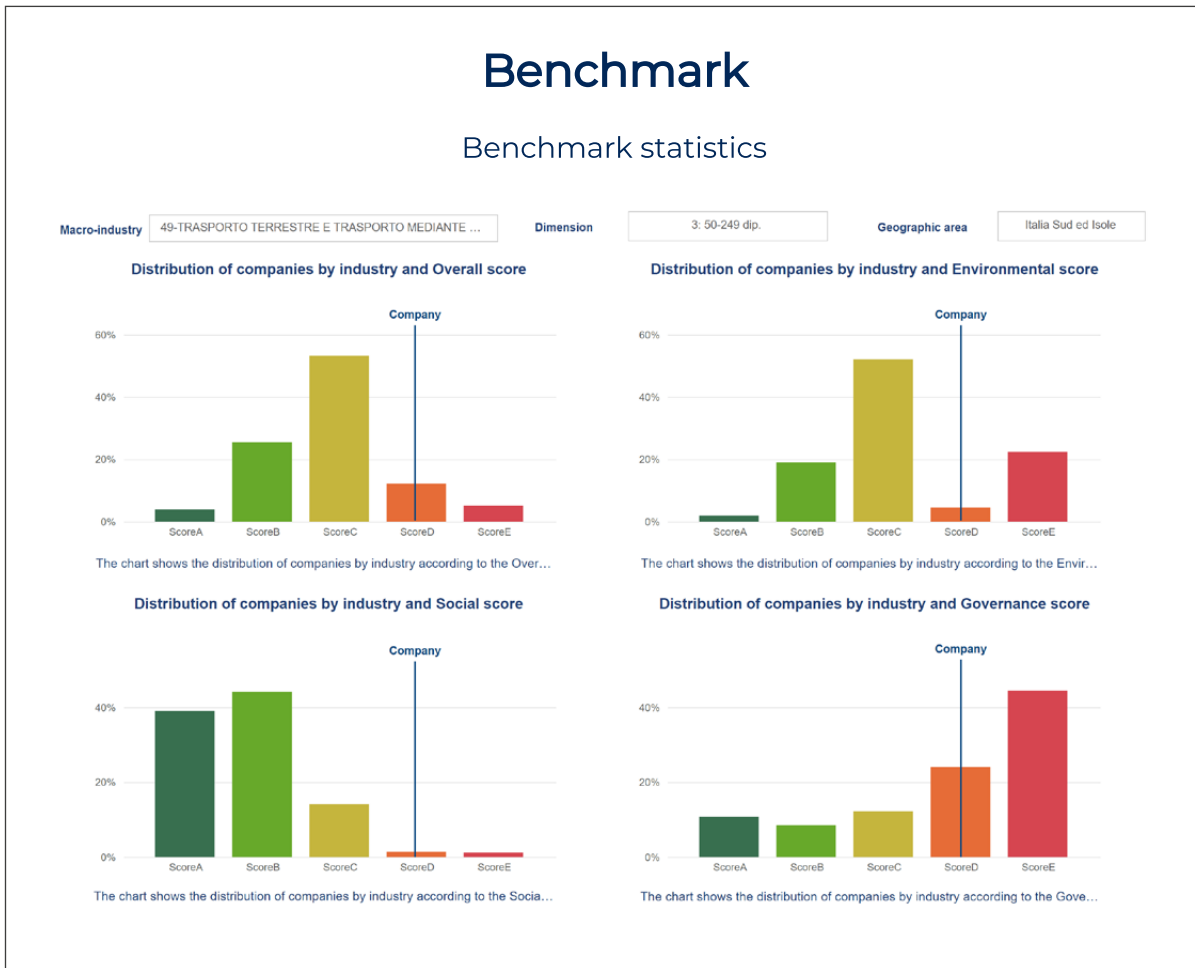
<https://curciotrasporti.com/it/curcio-trasporti/>.

You can request information at info@curciotrasporti.com. The reporting was carried out on the basis of the questionnaire administered to Curcio Trasporti e Servizi Srl by Synesgy and visible at the URL www.synesgy.com/it/.



Benchmark

Benchmark statistics



Why was it important to complete the Synesyg questionnaire?

- ✓ It has enabled the company to create a virtuous circle with its customers, suppliers and all stakeholders.
- ✓ It is a questionnaire that can be used in all recognised banking circuits, as it is based on international measurement criteria (GRISDGs).
- ✓ You can distribute the questionnaire to your suppliers to track the supply chain score.
- ✓ It relies on a platform that allows the validation of data already in the CRIF Ratings database.
- ✓ It is constantly updated according to evolving reporting regulations.
- ✓ Data are shared in real time.



Stakeholder Engagement

GRI 2-29

The Goal of Stakeholder Engagement

The objective of strengthening a sustainable business model involves not only monitoring and improving environmental and social impacts, but also the need for dialogue and discussion with stakeholders. The ability to understand and assess the needs and expectations of stakeholders is particularly important with a view to sharing a common value aimed at improving the impact, quality and efficiency of corporate services and, at the same time, the well-being of stakeholders that directly or indirectly relate to the company. Thanks to the activity of listening to/confrontation with the various stakeholders and local actors, it is possible to create the conditions to guide the sustainability strategies of the company itself, defining objectives in the common interest. Curcio Trasporti e Servizi Srl has identified the stakeholders and the relative activities, defining the level of involvement in consideration of the functions and instruments of comparison and dialogue. Curcio Trasporti e Servizi Srl's system of relations with its stakeholders envisages activities, tools, channels and methods of involvement that take into account the different profiles and needs of the stakeholders and the overall structure of the institutional system.

Stakeholder	Functions involved	Expectations	Activities	Engagement tools	Answer
Company: Investors and partners	Directorates, general affairs, commercial area, communication and Pr	Sharing quality standards, planning services and activities, comparing impacts and results	Several meetings during the year	Assemblies, presentations, communication exchanges, surveys on environmental sustainability issues	Presentation of projects, plans, reports and budgets
Employees and trade union representatives	Human Resources	Sharing values, objectives	Meetings and activities, scheduled meetings with trade union representatives	Assemblies, training sessions, dedicated meetings, refreshment areas, dedicated surveys, observatory	Trade union agreements
Customers	Commercial area	Greater knowledge of expectations	Meetings and activities, scheduled during the year	Customer satisfaction surveys, newsletters, meetings and surveys on the subject of environmental sustainability	Presentation of investigation results
Suppliers of goods and services	Purchases	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
Institutions	Directions	Compliance with rules and regulations, respect for contracts and regulatory updates	Periodic meetings	Meetings and exchange of communications also in relation to regulations in contracts	Reports, surveys, budgets
Banks and lenders	Direction	Economic, financial and asset soundness and sustainability	Not periodic, but targeted to specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
Local communities and community	Communication and pr	Creating shared value	Various analysis and comparison activities	Communication and marketing campaigns	Events, open spaces, initiatives open to the public

SDGs: UN Sustainable Development Goals



On 25 September 2015, the governments of 193 UN member states signed the 2030 Agenda for Sustainable Development.

A programme of action approved by the UN General Assembly, which includes 17 specific Sustainable Development Goals (SDGs), framed within a broader programme of action with a total of 169 targets or goals.

The 17 Goals commit governments and nations but also every single company. ESG principles are the declination of what companies must do.

Environmental

- ✓ Dependence on fossil fuels
- ✓ High water footprint
- ✓ Complicity in deforestation
- ✓ Waste Disposal

Social

- ✓ Conflicts with local communities
- ✓ Attention to employee health and safety
- ✓ Protection of diversity
- ✓ Proper interpersonal relations between employees

Governance

- ✓ Bonuses disproportionate to employees' salaries
- ✓ Involvement in corruption scandals
- ✓ Opening offshore subsidiaries for the purpose of avoiding taxation

The SDGs of Curcio Trasporti e Servizi Srl

The Synesgy questionnaire has allowed Curcio Trasporti e Servizi Srl to map the materialities and issues in the field of sustainability, thus highlighting the most relevant facts carried out in the reporting year in question and providing its stakeholders with an immediate, but above all certified picture - since it meets internationally recognised parameters - of its activities. The path of awareness undertaken has led to the highlighting of a virtuous path by Curcio Trasporti e Servizi Srl and witnessed by the concordance of its actions with 6 of the 17 SDGs (Sustainable Development Goals) parameters recognised by the United Nations.



Clean and accessible energy
Integrate low-impact solutions into your production cycle by using sustainable energy sources.



Lavoro dignitoso e crescita economica
Promuovere un'occupazione piena e produttiva, condizioni di lavoro dignitose ed incentivare una crescita economica duratura.



Business, innovation and infrastructure
Resilient infrastructure, sustainable industrialisation and innovation.



Sustainable Cities and Communities
Making cities and human settlements inclusive, safe, durable and sustainable.



Responsible Consumption and Production
Ensuring sustainable patterns of production and consumption



Fighting climate change
Promoting actions, at all levels, to combat climate change.

The tracking of issues thanks to Synesgy and the 26 materialities, which can be traced back to the ESG areas, on the basis of this emergence, started a real path of awareness involving, through several communication channels, all stakeholders.





Environment





Managing Environmental Impacts

GRI 2-22 • GRI 2-25

Organisations may be affected by impacts either through their own activities or because of their business relationships with other entities. It is therefore crucial for the company to identify the impacts it causes, but also those that it contributes to causing and that are directly related to its activities, products or services through a business relationship. In this context, the virtuous company is the one that highlights these impacts and identifies strategies to avoid, mitigate, remedy the negative impacts or further improve the positive ones.

The company does not currently have any initiatives in place to reduce its environmental impact, but is planning to take action in this regard, e.g. by considering launching climate change adaptation initiatives. The company has plans to increase the efficiency of its vehicle loads: in fact, one of the objectives main task is to manage the full load capacity of the vehicles. For this reason, Curcio Srl is particularly sensitive to monitoring vehicle capacity.

Energy

GRI 302-1

Energy consumption for the company, associated with rationalisation, is a fundamental parameter to describe the impact it has not only in terms of efficiency, but also in terms of its impact on the environment. The monitoring system in terms of energy used/distributed/saved allows the company to identify the areas in which it is most necessary to intervene for a better rationalisation of resources, with a view to an everimproving strategy for its efficiency.

The electricity consumed at the company-owned and leased premises in the last reporting period (e.g. 1 January - 31 December) was 86264 kWh.

The value of energy used by the company from fossil sources is 72%.

The company uses technologies that enable data analytics (e.g. analysis of consumption data) and diagnostics (e.g. monitoring of functions) by recording energy consumption.

The company has energy supply agreements that provide for an energy mix with less environmental impact (e.g. energy from renewable sources).



Energy mix with reduced environmental impact



Emissions

GRI 305-1 • GRI 305-5

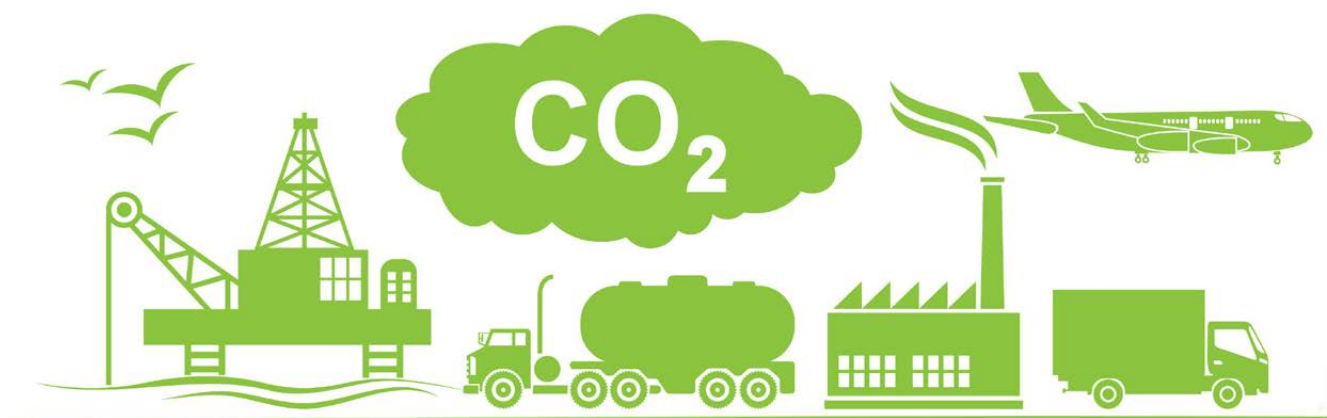
Direct or indirect GHG emissions, emissions of other ozone-depleting gases and their monitoring, as well as actions aimed at their reduction, confirm the organisation's attitude towards reducing its production impact on the ecosystem.

Also influencing the level of direct emissions are the energy sources owned or controlled by the organisation, such as electricity generation, heating, cooling and steam, as a result of the combustion of energy sources.

Hence the importance of the company's monitoring of emissions, but also, and above all, its contribution to the increasing efficiency of energy resources influencing the levels of air emissions.

The company has taken steps to diversify its offer to lower its pollution level: it uses intermodal rail and ship transport.

The company has chosen strategic junction points for its activities to ensure that as little distance as possible is travelled: in particular, it adopts intermodal hub management for rail and ship.



Waste

GRI 306-1 • GRI 306-2

In the context of the GRI Standards, the environmental dimension of sustainability concerns the impacts of an organisation on living and non-living natural systems, including soil, air, water and ecosystems. This includes the issue of waste, which may be generated by the organisation's own activities, but may also be generated by upstream and downstream actors in the organisation's value chain.

Waste, therefore, can have significant negative impacts on the environment and human health if poorly managed.

The total amount of company waste produced in the last reporting year (e.g. 1 January - 31 December) was 88 tonnes.

The company, in its locations, differentiates:

- computer equipment;
- glass;
- plastic;
- paper.







People



Employment

GRI 2-7 • GRI 3-3 • GRI 401-2 • GRI 403-9 • GRI 405-1 • GRI 406-1

Fundamental is to understand the organisation’s approach to employment and job creation, as well as to recruitment, selection and retention of personnel and related practices, including the working conditions it offers.

The stability of its workforce from a contractual point of view, linked to internal welfare policies, is a key element for the organisation to ensure high productivity performance.

An appropriate working environment that fosters social inclusion and work - life balance of employees, values diversity and offers equal opportunities, accompanied by welfare tools, improves company performance and strengthens the organisation’s ability to adapt to extraordinary events.

The company has adopted and made public on its website policies and procedures on issues of fairness, diversity and inclusion (issues covering discrimination based on gender, race, religion, sex or sexual orientation).

The number of female employees, interns/trainees and self-employed women by professional category:

Employees	15
Consultants/Autonomists	2

The number of male employees, interns/trainees and self-employed workers by occupational category:

Employees	13
Workers	100
Consultants/Autonomists	2

The percentage of employees belonging to protected categories under Law 68/99 or disadvantaged persons under Law 381/91 and/or underrepresented minorities is 0.78%.

The percentage of total employees by contract type:

Open-ended	76
Fixed-term	24
Part-time	5

The number of accidents in the last five years was 10 or more.

The total number of days lost due to accidents resulting in temporary inability to work in the last reporting period (e.g. 1 January - 31 December) was 153.

The number of hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees is 49.

There have been deaths in the company over the last 10 years.

With a view to corporate welfare, the company provides conventions with local businesses (fuel vouchers/ shopping vouchers/discounts).

The company with a view to corporate welfare:

- agrees to hourly flexibility/smart working;
- provides Inscription Sanilog;
- awards productivity bonuses.

Training

GRI 403-5 • GRI 404-2

The development and maintenance of professional skills and competencies are conditions that enable companies to pursue their strategic objectives of creating value for the organisation.

The main topics covered by the training provided during the last reporting period budget (e.g. 1 January - 31 December) concerned:

- the area of health and safety at work;
- road safety;
- quality;
- marketing;
- HR;
- fleet management;
- sector discipline;
- ADR;
- IT.









Network and Territory





Customer relations

GRI 2-29 • GRI 418

In terms of customer relations, it is of great importance how the company considers the impacts on the health and safety of its customers, starting from the products and services it produces, and how these impacts are assessed in the different phases of the life cycle of its business, from the development of the product concept, to the research and development phase and possible subsequent certification. The same impact is to be sought in the realisation phases, then in manufacturing and production, but also in marketing, up to supply, use and the attention that the company pays afterwards, including an after-sales support phase up to the end-of-life cycle of the product or service.

In this logic, the initiatives taken by the organisation to address the issue of security during the entire life cycle of a product or service and the evaluations pertaining to this issue, including the increasingly important privacy and data security, become relevant.

The company has a Privacy and Data Security policy/procedure.

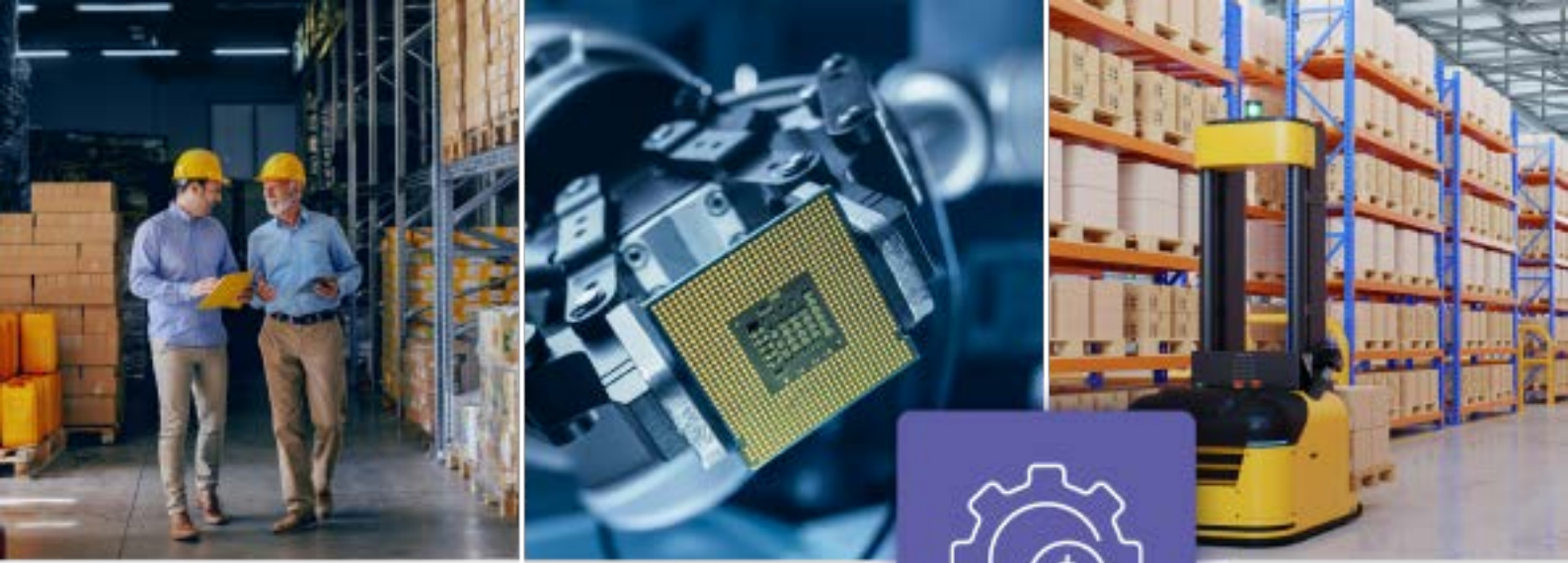
There is a policy/procedure for regular consultations with key stakeholders/holders, in particular with consumers and customers.







Business Model and Innovation



Suppliers and procurement practices

GRI 2-27 • GRI 203-1 • GRI 204 • GRI 413-1 • GRI 419-01

Within the framework of the organisation's relations with its suppliers, an extremely important chapter concerns their environmental assessment, meaning the commitments that suppliers make in terms of sustainability and behaviour consistent with these issues.

With a view to constant improvement of impacts and mitigation of negative ones, the organisation is increasingly inclined to assess compliant supplier behaviour in terms of social, economic and environmental impacts as these impacts are directly and indirectly reflected on the company's own value chain. Therefore, on the one hand, the organisation is driven to monitor supplier behaviour and, on the other, to define strategies and actions to limit the scope of those that have negative impacts.

The company holds ISO 9001 (Quality Management System) certification.



ISO 9001 Quality Management System

As part of its activities, the company uses systems and/or applications for traceability.

The company invests in research and development with a focus on sustainability.





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Leadership and Governance





Professional Ethics

GRI 2-22 • GRI 2-25

The organisation's political commitments must be aimed at responsible business conduct, including a commitment to respect human rights.

These commitments constitute the company's values, principles and norms of behaviour and mission embedded within its economic objectives. The human rights enshrined in national and international standards, coupled with the organisation's actions to prevent or mitigate potential negative impacts for each material issue are the grid through which the company's activities must pass, considering political commitment as an integral part of the company's strategy. It is therefore appropriate for the company to identify its risk factors and equip itself with strategic tools to address them.

The company revised its strategy to seize the opportunities of the new development model focused on sustainability: in particular, it appointed a dedicated sustainability figure.

Regulatory Compliance

GRI 2-16 • GRI 2-26 • GRI 2-27 • GRI 307 • GRI 403-1 • GRI 419

The compliance of an organisation indicates the ability of its governing bodies to ensure that operations comply with certain performance parameters or universally recognised standards. In this context, obtaining certifications attesting to the high degree of compliance of a company's activity, sector or procedure becomes a guarantee in the eyes of stakeholders and those directly or indirectly involved in the company's value chain, with a view to reducing or mitigating negative impacts on particular sustainability-related issues, thus in the social, environmental and economic spheres.

There is a figure within the company who receives negative evidence of possible wrongdoing, violations of law or offences in the course of his or her activities (e.g. Whistleblowing).

The company has an internal policy for integrated environmental, health and safety management.

The company follows international standards for its activities, in particular ISO 9001:2015.



Recommended actions



Business and corporate governance

- Implementing Governance principles.
- Strengthening Governance principles.
- Consider joining Benefit Societies.
- Strengthening its strategy to seize the opportunities of the sustainable development model.



Water, energy and waste

- Limiting the share of energy consumed from fossil fuels.
- Implement initiatives aimed at reducing its environmental impact.
- Implement initiatives, measures or actions to limit the impact of climate change.
- Measure the company's air pollution emissions to understand its environmental impact and identify appropriate improvement actions.

Environmental Certifications

- Adopt ISO 14001 certification on environmental management.
- Consider taking out insurance against physical risks.
- Adopt ISO 50001 certification on energy management systems.



Personnel Management, Certifications and Standards

- Take safety measures to prevent work-related deaths.
- Adopt ISO 45001 certification for worker health and safety management.
- Adopt policies for the management of human rights and child, forced or compulsory labour.
- Strengthen regular consultations with key stakeholders.



Regulatory Certifications

- Prepare a report containing the company's environmental and social sustainability results.
- Adopt ISO 37001 certification on the management system for the prevention of corruption.



Relationship with Stakeholders and the Territory

- Organise the purchasing function with a view to sustainability by defining a proper purchasing strategy.
- Carrying out projects in schools or the community on sustainability issues.
- Consider donations/sponsorships/liberalities or organise initiatives to benefit the community in the area where the company operates.
- Participate in trade associations that also deal with sustainability aspects (e.g. through speeches or training courses).

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