



**Sustainability  
Report 2023  
Non-Financial Report**



## Sustainability Report 2023

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# TreiRo

## DRIVES FOR THE FUTURE

### Our History

Established in 1998 by three Italian shareholders, TreiRo soon emerged as a prominent transporter of petroleum products. Its inception in 1999 saw a modest fleet of just three trucks, initially provided by Shell, a client in Italy at the time. Over the years, TreiRo has grown significantly, and today, the company operates a robust fleet comprising approximately 300 trucks exclusively dedicated to ADR transport, ensuring the safe and efficient delivery of hazardous materials.

With a group workforce of over 400 full-time employees, including drivers and office personnel, TreiRo prioritizes safety and compliance, with all drivers holding ADR licenses and completing defensive driving courses.

### TreiRo Sustainability Manifesto: Driving for the Future

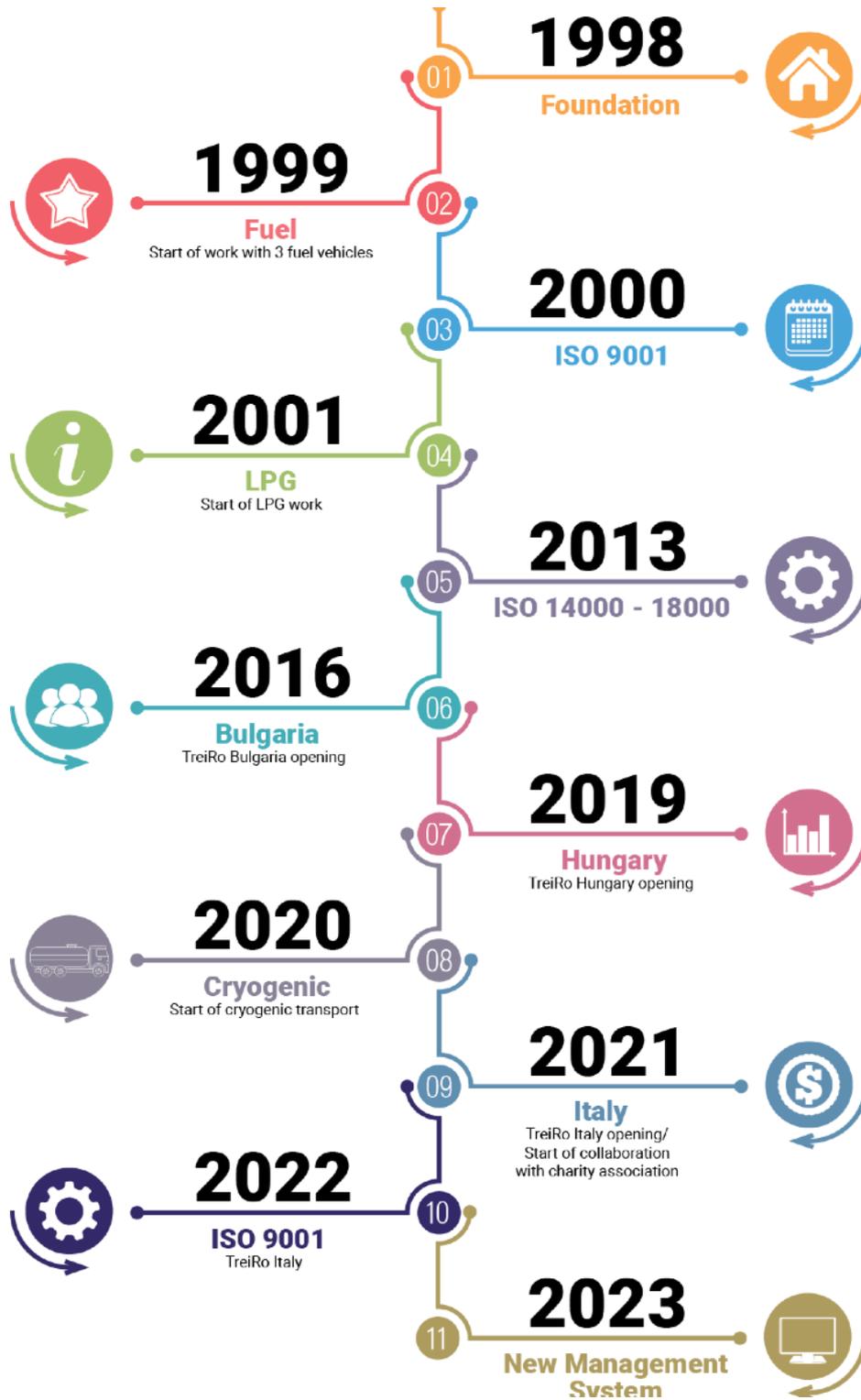
At TreiRo, our focus is on driving change through a commitment to sustainability. We aim to contribute to a brighter future, both locally and globally. Sustainability guides our actions as we work towards a greener, more resilient world.

In every aspect of our operations, sustainability is a key consideration. We invest in eco-friendly technologies, strive to reduce emissions, and conserve resources to minimize our environmental impact.

Our commitment to sustainability extends beyond environmental concerns to include social responsibility. We support communities, promote diversity, and adhere to ethical practices, ensuring that our efforts benefit everyone involved.

Aligned with the Sustainable Development Goals, we're dedicated to creating a future where prosperity is universal. Together, we're building a world where sustainability is not just an option, but an integral part of our lives.

Joining us means contributing to this vision of progress and purpose. Together, we can work towards a future we can all be proud of. Let's pave the way towards a brighter tomorrow, one step at a time.





# Recognized Commitments: Treiro's Certifications

Treiro's commitment to excellence is underscored by its certifications, including ISO 9001, 14001, 45001, and 39001 (reflecting its adherence to quality management, environmental responsibility, and occupational health and safety standards).

## Treiro S.R.L.





## TreiRo Bulgaria

**CERTIFICATE**

**ISO 9001:2015**  
Quality Management System

Scope: THIRD PARTY TRANSPORT OF LIQUID OIL BY PRODUCTS BY TANK TRUCKS  
TRANSPORT OF GASES AND COMPRESSED LIQUIDS BY TANKS AND TRANSPORT OF  
CYLINDERS/FRAMES OF COMPRESSED LIQUIDS BY TANK TRUCKS

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IAF UAF

**CERTIFICATE**

**ISO 14001:2015**  
Environmental Management System

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IAF UAF

**CERTIFICATE**

**ISO 45001:2018**  
Occupational Health and Safety Management Systems

Scope: THIRD PARTY TRANSPORT OF LIQUID OIL BY PRODUCTS BY TANK TRUCKS  
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IAF UAF ROYALCERT

## TreiRo Italia

**CERTIFICATE OF REGISTRATION**

**ISO 9001:2015**  
(Quality Management System)

SCOPE: TRANSPORT OF LIQUID OIL BY PRODUCTS BY TANK TRUCKS  
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IAF UAF

**CERTIFICATE OF REGISTRATION**

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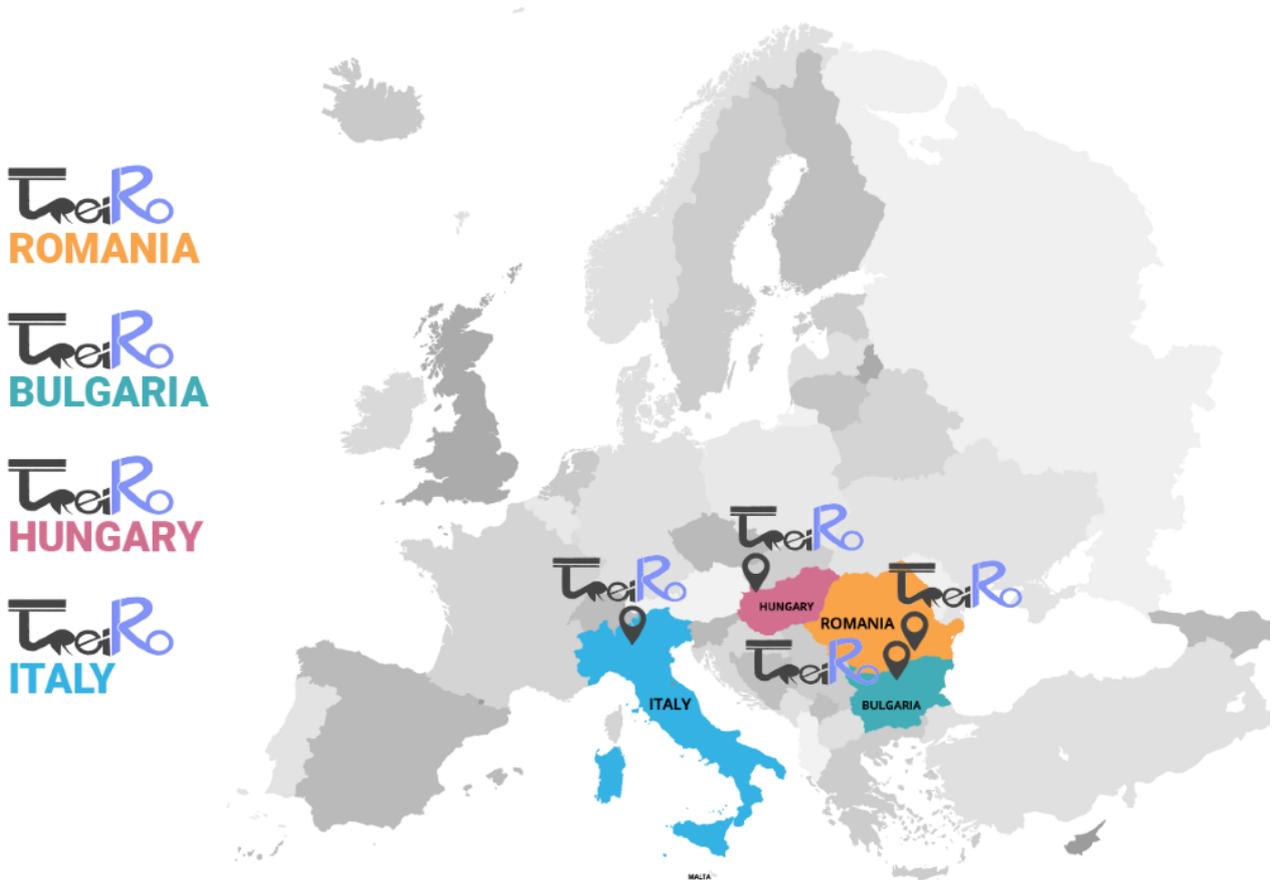
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IAF UAF ROYALCERT



Based in Bucharest, Romania, TreiRo maintains subsidiary operations in Bulgaria, Italy and Hungary, positioning itself as a key player in the regional fuel transport landscape. Despite challenges such as infrastructure modernization and environmental concerns, TreiRo continues to promote innovation and efficiency in the fuel transportation sector in Romania and the countries where it operates.

In 2023, TreiRo achieved a remarkable turnover of around 32.000.000 euros.





## Aligning Sustainability: TreiRo's Contribution to Romania's Path Forward

After detailing TreiRo's historical journey and steadfast dedication to sustainability, it's important to recognize its role within the overarching framework of Romania's sustainability objectives and the challenges it faces in achieving them.

The Romania's sustainability path is outlined in the [2023 Sustainable Development Report by the UN SDSN](#) (Sustainable Development Solutions Network). While the country has made strides in education and gender equality, challenges persist in environmental sustainability and economic growth. TreiRo addresses these challenges by focusing on environmental protection, reducing economic inequalities, improving healthcare access, and strengthening governance structures.

TreiRo's dedication to sustainability not only resonates with Romania's Sustainable Development Goal (SDG) objectives but also showcases its proactive engagement in furthering the nation's sustainability vision within the broader European context. By promoting sustainable practices and leading initiatives, TreiRo actively contributes to cultivating a resilient, inclusive, and sustainable future for Romania and its communities. This commitment not only aligns with Romania's goals but also reinforces the collective efforts towards achieving the broader European vision of sustainability and prosperity for all.

Our sustainability vision draws inspiration from the [17 Sustainable Development Goals \(SDGs\)](#), which serve as the foundation of our mission. The 17 SDGs are a comprehensive framework comprising 169 targets, designed to foster peace and prosperity for both people and the planet, both now and in the future.

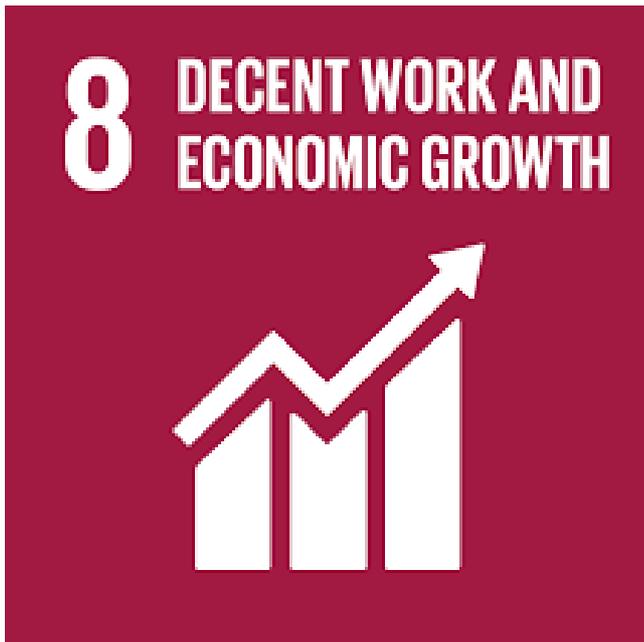
The SDGs address a wide array of interconnected objectives, including environmental, social, and economic dimensions of sustainable development. They underscore the imperative to tackle poverty, enhance health and education, reduce inequality, foster economic growth, combat climate change, and safeguard our oceans and forests.

Formally established and adopted within the 2030 Agenda for Sustainable Development by all United Nations Member States in 2015, the SDGs provide a unified roadmap towards a more sustainable world.



## Guiding Principles for Sustainable Action: TreiRo's Focus on Key SDGs

Through a deep analysis, we have identified a specific subset of goals that serve as guiding principles for our commitments and actions.



**Decent Work and Economic Growth (SDG 8):** promoting sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all. This goal emphasizes the creation of quality jobs, fair wages, and safe working conditions to support individuals and communities in achieving prosperity.

TreiRo's operations create employment opportunities, with over 400 full-time employees including drivers and office personnel. By providing stable jobs and investing in employee training and development, TreiRo contributes to sustainable economic growth and decent work conditions.

**Industry, Innovation, and Infrastructure (SDG 9):** aims to build resilient infrastructure, promote inclusive and sustainable industrialization, and foster innovation. It highlights the importance of modernizing infrastructure, increasing access to technology, and promoting sustainable industrial practices to support economic development and enhance living standards for all.

TreiRo's focus on innovation and efficiency in fuel transport aligns with SDG 9. By investing in eco-friendly technologies and modernizing its fleet, TreiRo improves infrastructure resilience and contributes to sustainable industrialization.





**Responsible Consumption and Production (SDG 12):** focuses on promoting sustainable consumption and production patterns. It encourages efficient use of resources, reduction of waste, and adoption of environmentally sound practices throughout the product lifecycle. This goal aims to ensure that consumption and production processes are environmentally friendly and socially equitable, contributing to the long-term well-being of both people and the planet. TreiRo's commitment to minimizing its ecological footprint through efficient resource management and emissions reduction supports SDG 12. By optimizing fuel transport operations and adhering to environmental standards, TreiRo promotes responsible consumption and production practices.

**Climate Action (SDG 13):** emphasizes the urgent need to combat climate change and its impacts. It calls for immediate action to reduce greenhouse gas emissions, increase resilience and adaptation to climate-related hazards, and promote sustainable practices to mitigate climate change. This goal aims to protect the planet from the adverse effects of climate change and safeguard the well-being of present and future generations.

TreiRo's efforts to reduce emissions and adopt eco-friendly technologies align with SDG 13. By prioritizing environmental sustainability in its operations, TreiRo contributes to mitigating climate change impacts and promoting climate-resilient infrastructure.





### Partnerships for the Goals (SDG 17)

:highlights the importance of collaboration and cooperation among various stakeholders to achieve sustainable development. It emphasizes the need for inclusive partnerships between governments, private sector, civil society, and international organizations to mobilize resources, share knowledge, and implement effective strategies to address global challenges. This goal aims to strengthen partnerships at all levels to accelerate progress towards achieving the other Sustainable Development Goals.

TreiRo collaborates with government agencies, regulatory bodies, and sustainability-focused organizations to promote sustainable development initiatives. By fostering partnerships and knowledge-sharing, TreiRo contributes to SDG 17 by enhancing cooperation for sustainable development.

TreiRo's dedication to sustainable development goals (SDGs) is profound and serves as the compass guiding our journey towards a more sustainable future. Through a meticulous analysis, we've identified a subset of SDGs that resonate deeply with our organizational values, shaping our commitments and actions.

Our emphasis on sustainable economic growth, infrastructure resilience, responsible consumption, climate action, and collaborative partnerships reflects our unwavering dedication to sustainability across all facets of our operations.

As we move forward, TreiRo remains committed to aligning our actions with these key SDGs, ensuring that we continue to contribute positively to a more sustainable and equitable world for current and future generations.





## Treiro's Commitment to Sustainability: Embracing the ESG Framework

As Treiro, we recognize the significance of the **ESG framework**, which originated from socially responsible investing (SRI) and corporate social responsibility (CSR) movements. Initially focused on ethical exclusions, it expanded to include environmental, social, and governance criteria. Today, ESG is widely embraced for its holistic approach to evaluating companies' non-financial performance. At Treiro, we integrate ESG principles into our operations to drive positive environmental, social, and governance outcomes while delivering sustainable value for our stakeholders.

Embracing the ESG framework is not just a strategic choice for Treiro; it's a reflection of our core values and our vision for a sustainable and equitable future. By integrating environmental, social, and governance considerations into our business practices, we strive to create long-term value for our stakeholders while contributing positively to the world around us.

ESG issues, representing **Environmental, Social, and Governance**, reflects our commitment to sustainable business practices. For us, it's about minimizing our environmental footprint, prioritizing social responsibility, and upholding strong governance standards in all aspects of our operations. ESG serves as a guiding framework for our actions, ensuring that we operate ethically, transparently, and responsibly, thereby contributing to a better future for all.





## Environmental Impact Management

Environmental Impact Management involves a systematic approach to identifying, assessing, and mitigating the effects of human activities on the environment. Initially, potential impacts are identified, taking into account factors such as pollution, habitat destruction, resource depletion, and greenhouse gas emissions. Subsequently, these impacts are thoroughly assessed to determine their significance and magnitude. Following this assessment, mitigation strategies are developed to minimize or eliminate adverse environmental impacts.

These strategies may involve implementing pollution control measures, adopting sustainable practices, restoring degraded habitats, and reducing resource consumption. Throughout the lifecycle of TreiRo's activity, environmental impacts are continuously monitored to ensure the effectiveness of mitigation measures and compliance with regulatory requirements. This monitoring process informs ongoing adjustments and improvements to mitigation strategies, fostering a culture of continuous improvement in environmental performance. Environmental Impact Management requires collaboration among various stakeholders, including governments, businesses, communities, and environmental experts, to achieve effective environmental stewardship and promote sustainable development.

**TreiRo takes several actions to reduce its environmental impact:**



- **Invest in Fuel-efficient Vehicles:** at TreiRo, we prioritize sustainability by investing in fuel-efficient vehicles to upgrade our fleet. By transitioning to vehicles that consume less fuel, we aim to significantly reduce greenhouse gas emissions and minimize fuel consumption. This proactive step aligns with our commitment to environmental responsibility and contributes to a greener future for all.
- **Monitoring trucks age:** TreiRo carefully tracks the age of its trucks to reduce environmental impact. By identifying older vehicles that emit more and use more fuel, TreiRo strategically replaces them with



newer, more fuel-efficient models. This approach improves fuel efficiency, reduces emissions, and ensures compliance with regulations. It also enhances operational efficiency by reducing maintenance needs and downtime. TreiRo's proactive monitoring of truck age reflects its commitment to sustainability and responsible business practices in transportation.

- **Maintain Vehicles Regularly:** at TreiRo, we understand the importance of maintaining our vehicles regularly to ensure optimal performance. We implement a proactive maintenance schedule that includes regular engine tune-ups, tire maintenance, and emission system checks. By keeping our vehicles in top condition, we not only improve fuel efficiency but also reduce emissions, aligning with our commitment to environmental sustainability. This proactive approach underscores our dedication to responsible fleet management and contributes to a cleaner environment for everyone.

- **Implement Eco-driving Practices:** training drivers on eco-driving techniques to improve fuel efficiency and reduce emissions. TreiRo periodically organizes eco driving courses to train its drivers in conscious driving aimed at reducing consumption. Eco-driving training promotes the reduction of environmental impact through various means. Firstly, it emphasizes fuel efficiency by teaching drivers techniques like smooth acceleration and maintaining steady speeds, which in turn reduces fuel consumption and emissions. Additionally, the training encourages minimizing idling time, especially in congested traffic, to further lower fuel waste and emissions. By raising awareness about the environmental impact of driving habits, eco-driving training encourages behavioral changes that promote fuel-efficient driving and reduce emissions. Furthermore, it may emphasize selecting routes with smoother traffic flow and fewer stops, optimizing fuel efficiency and minimizing environmental impact. Additionally, the gentle driving techniques taught in eco-driving training can extend the lifespan of vehicle components, reducing the need for repairs and replacements and thus reducing resource consumption and waste. Providing eco-driving training contributes to TreiRo's



commitment to corporate social responsibility and environmental stewardship, fostering a culture of sustainability within the organization.

- **Optimize Route Planning:** at TreiRo, we're committed to maximizing efficiency and reducing our environmental footprint. That's why we leverage cutting-edge route optimization software to plan our routes meticulously. By doing so, we minimize mileage, which not only reduces fuel consumption but also lowers emissions and lessens wear and tear on our vehicles. This proactive approach not only benefits the environment but also contributes to our overall sustainability efforts.

- **Reduce Empty Kilometers:** as part of our dedication to sustainability, we're determined to optimizing our transportation operations to minimize waste and reduce our environmental impact. One way we achieve this is by minimizing empty or underutilized vehicle trips. We achieve this by consolidating shipments, coordinating deliveries, and optimizing load capacity. By doing so, we maximize efficiency, reduce emissions, and ensure that every mile our vehicles travel is utilized effectively. This approach aligns with our commitment to sustainability and helps us operate in a more environmentally responsible manner.

- **Implement Telematics and Fleet Management Systems:** within our organization, we're constantly striving to enhance our fleet operations and reduce our environmental impact. That's why we've implemented state-of-the-art telematics and fleet management systems. These systems allow us to monitor vehicle performance in real-time, optimize routes to minimize fuel consumption, and track fuel usage accurately. By





analyzing data collected from these systems, we can identify opportunities for efficiency improvements and implement measures to further reduce our carbon footprint. This proactive approach to fleet management reflects our commitment to sustainability and ensures that we operate our vehicles as efficiently as possible.

- **Implement OMV Climate Neutral Card:** Treiro adopts the use of the OMV Climate Neutral card to offset carbon emissions associated with its fuel consumption. This card, offered by OMV Petrom, operates similarly to a standard fuel card but allows companies to offset emissions at a fixed cost per liter of fuel. Through this initiative, Treiro contributes directly to carbon offset projects and track its environmental impact, reinforcing its commitment to sustainability and responsible business practices.



## HIGHLIGHTS - Environmental Impact Management



**95%**

Vehicles  
EURO 6

**< 3**

**75%**

Vehicles  
< 3 years old



**35**

New Vehicles  
purchased



**100%**

Vehicles  
regularly maintained



**620**

Total hours  
Eco-Driving training



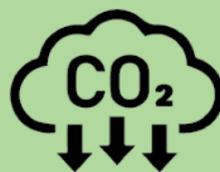
**69**

New drivers  
trained



**95%**

Vehicles equipped  
with telematics  
management system



**100**

CO<sub>2</sub> tons  
compensate



## Social Responsibility

At TreiRo, we understand that social responsibility extends beyond mere financial considerations. It includes various aspects aimed at benefiting society as a whole.

Ensuring the safety of our drivers and all road users is a top priority for us. We strictly adhere to safety regulations and conduct comprehensive training programs to promote safe driving practices.

Moreover, we actively engage with local communities to understand their needs and contribute to community development initiatives. This includes supporting local projects and initiatives that foster community well-being and growth.

Ethical business practices are deeply ingrained in our operations. We believe in fair treatment of our employees, adherence to labor laws, and promoting diversity and inclusion within our workforce.

Compliance with regulations and maintaining high standards of corporate governance are fundamental to our business ethos. We are committed to upholding legal and ethical standards in all aspects of our operations.

Above all, our focus is on prioritizing customer satisfaction. We strive to provide reliable, efficient, and safe transportation services, constantly seeking feedback to ensure continuous improvement and better serve our customers. At TreiRo, social responsibility is at the core of everything we do, driving us to make a positive impact on society and the environment.



- **Preliminary Training:** At TreiRo, we prioritize educating drivers on personal and road safety before they join our team. This commitment fosters a culture of safety, helping to mitigate the risk of accidents and injuries. By providing comprehensive training upfront, we aim to minimize the environmental impact associated with accidents, including pollution from spills and emissions resulting from vehicle damage.
- **Master Driver Training:** At TreiRo, offering advanced training to master drivers is essential to ensure they have the expertise to mentor others effectively. This commitment fosters a culture of continuous improvement and safety awareness within our organization. By equipping our master drivers with the necessary skills and knowledge, we aim to contribute to our long-term sustainability goals by reducing the likelihood of accidents and incidents on the road.

- Safe Driving Course:** Training drivers in safe driving practices enhances fuel efficiency and reduces vehicle emissions. At Treiro, we understand the importance of promoting smooth driving habits and minimizing harsh acceleration and braking. By providing comprehensive training in safe driving practices, we aim to mitigate the environmental impact of our transportation activities.



- Psychological Examination:** Ensuring the mental health and well-being of our drivers is paramount at Treiro. We understand that assessing drivers' mental health helps us identify potential risks and ensure they are fit to operate vehicles safely. By prioritizing mental health, we not only promote driver well-being but also reduce the likelihood of accidents caused by impaired cognitive function. This proactive approach underscores our commitment to maintaining a safe and healthy work environment while contributing to road safety. Additionally, we guarantee additional psychological checks to further safeguard the mental well-being of our drivers.
- Additional Physical Exams:** At Treiro, screening drivers for medical conditions such as diabetes or cardiovascular diseases is crucial to ensuring they are physically capable of performing their duties safely. This proactive approach helps mitigate the risk of accidents and medical emergencies on the road, promoting overall safety and sustainability within our operations.

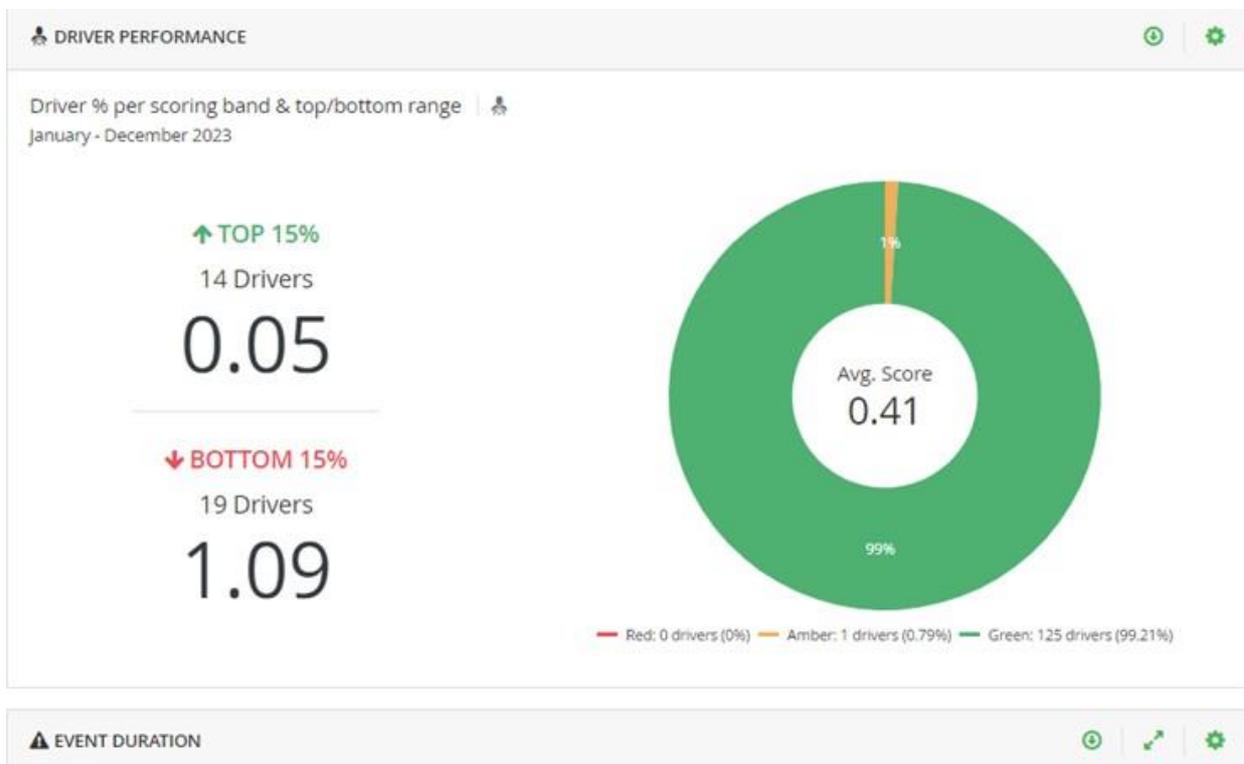


- **Education for Healthy Eating:** Encouraging healthy eating habits among our drivers at Treiro is essential to support their overall well-being and reduce the prevalence of chronic diseases. By fostering healthy habits, we ensure that our drivers are more alert and focused, which contributes to safer driving practices and reduces the risk of accidents and incidents on the road. This proactive approach underscores our commitment to prioritizing the health and safety of our drivers while promoting a culture of wellness within our organization. At Treiro, we organize periodic meetings to discuss and reinforce the importance of healthy eating habits among our team members.
- **Waste Separation and Recycling Education:** At Treiro, we prioritize educating our employee on waste separation and recycling practices. Through the distribution of educational materials, we emphasize the importance of these practices in reducing the environmental impact of our operations. By minimizing waste generation and promoting responsible disposal practices, we actively contribute to sustainability efforts. This approach conserves resources and reduces landfill waste, aligning with our commitment to environmental responsibility. informative documentation.
- **First Aid and Fire Safety Training:** Under our initiative, employee are periodically trained in first aid and fire safety skills. This proactive approach not only ensures their readiness to respond effectively to emergencies but also reduces environmental risks associated with incidents.





- **Periodic Meetings and Knowledge Sharing:** Encouraging open discussions and sharing lessons learned from incidents promotes a culture of learning and improvement, reflecting Treiro's commitment to continuous enhancement. By identifying root causes and implementing preventive measures, we actively work to reduce the likelihood of recurrence and contribute to long-term safety and sustainability.
- **Presentation of Videos:** At Treiro, we believe that visual presentations on loading and unloading procedures play a crucial role in enhancing driver awareness and compliance with safety protocols. By providing clear and informative visuals, we ensure that our drivers are well-prepared and trained to handle cargo safely, thereby reducing the risk of accidents and environmental incidents during operations.
- **Award System Based on IVMS Scores:** IVMS scores track a vehicle's operation and driver behavior using sensors and devices. They assess factors like speeding, harsh acceleration/braking, seatbelt usage, and fatigue/distraction. Drivers receive scores based on their performance in these areas, and fleet managers at Treiro use this data to provide feedback and coaching. Recognizing and rewarding drivers based on their safety performance is a key initiative at Treiro. By incentivizing adherence to safe driving practices, we aim to cultivate a culture of safety within our organization. This proactive approach not only helps reduce accidents and incidents but also contributes to our overall sustainability goals.





- **Office massage initiative:** our Office Massage Initiative, available twice a month, prioritizes employee well-being. It provides rejuvenating massages in the workplace, aiding in stress relief. This initiative reflects our commitment to social responsibility by investing in employee health and happiness, fostering a positive work environment. By offering on-site massages, we promote convenience and work-life balance, supporting overall well-being. It embodies our belief in nurturing a supportive and healthy workplace culture, aligning with our broader social responsibility goals.
- **Collaborating with Suppliers and Partners:** We have proactively engaged with our customers by distributing a comprehensive questionnaire, seeking their commitment to sustainability initiatives. This questionnaire not only reflects our dedication to environmental stewardship but also demonstrates our firm belief in collaborative efforts towards a greener future. Remarkably, the response from our customers has been highly encouraging, with all customers interviewed expressing strong support and alignment with our sustainability objectives. This positive feedback reaffirms our commitment to driving sustainable practices across our operations and underscores the collective responsibility we share in preserving our planet for future generations.

**Sustainability Awareness and Importance:** All surveyed companies expressed that sustainability is highly significant to their operations and values, with 100% rating it as "Very important."

**Specific Sustainability Concerns:** Climate change and emissions reduction were identified as the most relevant sustainability issues across all industries, with a 100% agreement. Resource conservation and waste management followed closely, with 80% agreement.

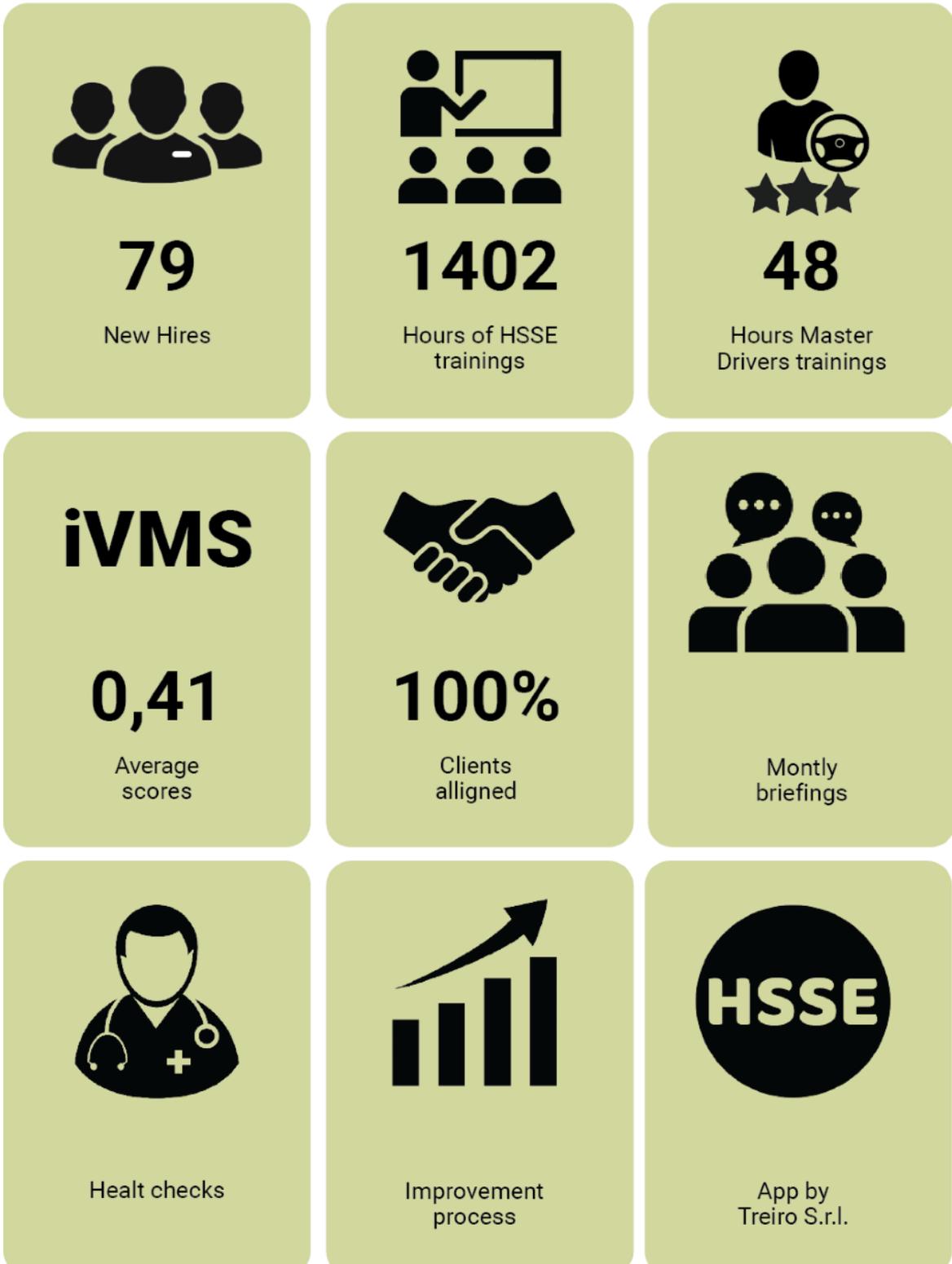
**Expectations from Treiro:** Customers expect Treiro to implement eco-friendly vehicles and technologies, reduce emissions, and uphold ethical labor practices, with 80-100% agreement across all initiatives.

**Collaborative Sustainability Efforts:** 80% of respondents expressed interest in collaborating with Treiro on joint sustainability projects, while 20% were undecided.

**Future Sustainability Expectations:** All respondents foresee a continued focus on emissions reduction and energy efficiency in the transportation industry, with varying degrees of interest in renewable energy sources and social responsibility.

In summary, each aspect contributes to Treiro's sustainable goals, highlighting our multifaceted approach to sustainability. We prioritize safety, environmental stewardship, employee well-being, and compliance with regulations as fundamental pillars of our operations. However, achieving these goals requires collaborative efforts not only within our organization but also with our customers and other stakeholders. By actively engaging with customers and stakeholders, we foster partnerships that enable us to collectively address sustainability challenges and drive positive change. Through collaboration, we can amplify our impact, implement innovative solutions, and create a better future for all, reflecting our steadfast commitment to sustainable development and responsible business practices.

### HIGHLIGHTS - Social Responsibility





## Governance and Ethics

At TreiRo, we recognize the central importance of governance structure in achieving sustainability across our operations. Here's why it matters to us:

- **Accountability:** our governance framework establishes clear roles and responsibilities, holding individuals accountable for driving sustainability initiatives forward. This ensures that everyone understands their role in contributing to our sustainability goals.
- **Informed decision-making:** with a robust governance structure, we facilitate informed decision-making on sustainability strategies, investments, and priorities. By engaging stakeholders at all levels, we leverage diverse perspectives to make decisions that align with our values and long-term objectives.
- **Alignment with goals:** our governance practices ensure that sustainability objectives are fully integrated into our overall strategic agenda. This alignment helps us prioritize sustainability initiatives and allocate resources effectively to drive progress towards our targets.
- **Risk management:** we proactively manage sustainability risks through our governance mechanisms, identifying and addressing potential challenges such as regulatory compliance and environmental impacts. By implementing robust risk management processes, we safeguard our operations and protect our reputation.
- **Transparency and reporting:** transparency is essential to us. Through our governance structure, we provide stakeholders with clear and regular updates on our sustainability performance. This transparency fosters trust and accountability, strengthening our relationships with stakeholders.
- **Continuous Improvement:** at TreiRo, we are committed to continuous improvement. Our governance practices enable us to monitor, evaluate, and adapt our sustainability efforts over time. This iterative process drives innovation and ensures that we remain at the forefront of sustainable practices.

Our governance structure serves as the backbone of our sustainability initiatives, guiding our efforts to operate responsibly, minimize our environmental footprint, and create long-term value for our stakeholders.



## Sustainability Leadership: The Role of TreiRo's Dedicated Committee

Starting from 2023 TreiRo has established a sustainability committee comprising fully dedicated members. This committee plays a pivotal role in guiding our sustainability journey. Firstly, it serves as a focal point for coordinating and overseeing our sustainability initiatives. With representatives from different departments or areas of expertise, the committee ensures that sustainability efforts are integrated across the organization and aligned with our overarching goals.

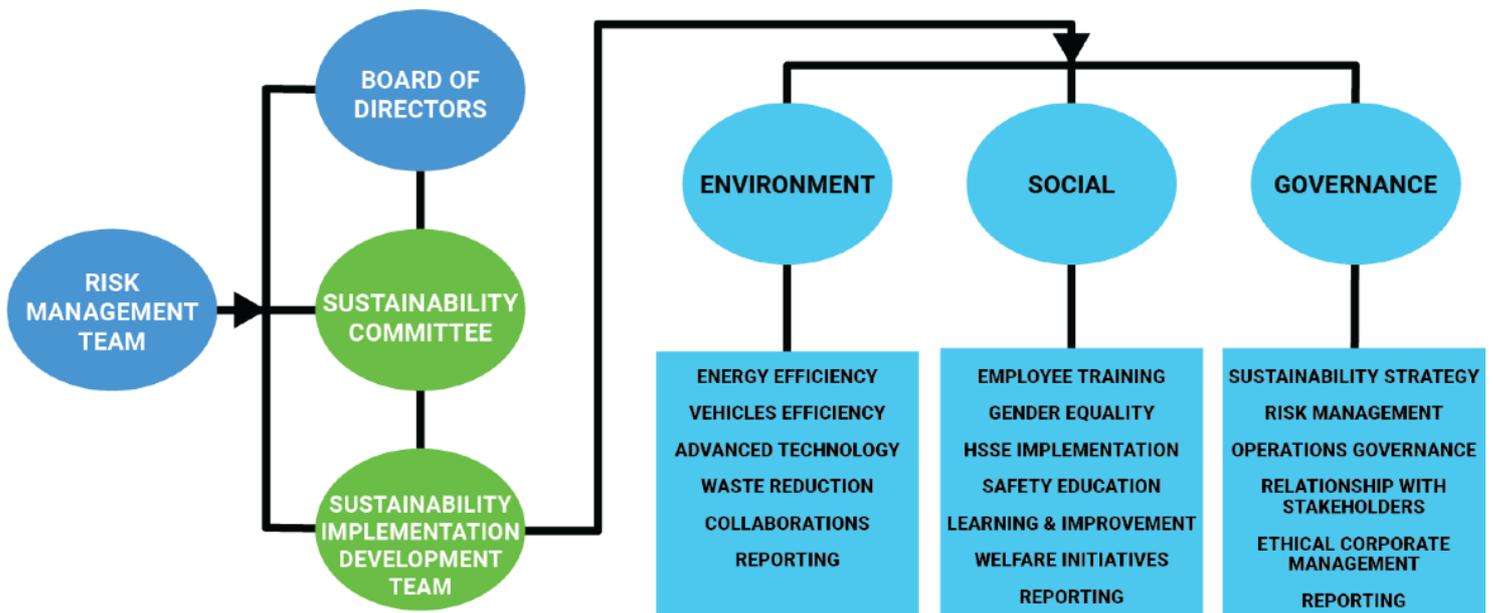
Secondly, the committee brings together diverse perspectives and expertise to drive innovation and best practices in sustainability. By leveraging the knowledge and insights of its members, the committee can identify new opportunities, address challenges, and continually improve our sustainability performance.

Moreover, the committee is responsible for setting and monitoring sustainability targets, ensuring that we remain accountable for our progress. By establishing clear metrics and benchmarks, the committee enables us to track our performance over time and make data-driven decisions to achieve our sustainability objectives.

The committee plays a crucial role in engaging stakeholders and fostering a culture of sustainability within the organization. Through communication and collaboration, it promotes awareness and participation in sustainability initiatives among employees, suppliers, customers, and other stakeholders.

Overall, the sustainability committee at TreiRo serves as a driving force behind our sustainability efforts, providing leadership, expertise, and accountability to ensure that we continue to make meaningful progress towards a more sustainable future.

To facilitate communication and encourage engagement, TreiRo has established a preferential communication channel through an email address dedicated to sustainability issues (sustainability@treiro.ro). This ensures that employees and stakeholders have a direct line of communication to raise concerns, share ideas, and seek information related to sustainability. It provides a structured platform for addressing sustainability issues promptly and transparently, reinforcing our commitment to open dialogue and accountability in our sustainability efforts.





## The Code of Ethics

At TreiRo, our Code of Ethics is at the core of our governance of sustainability, exerting significant influence in directing our behavior and shaping our decision-making procedures.

First and foremost, our Code of Ethics outlines the fundamental values and principles that drive our organization, including integrity, honesty, accountability, fairness, and respect for all stakeholders. These values form the foundation of our commitment to sustainability and guide our actions at every level of the company.

Moreover, our Code of Ethics ensures that our sustainability values are fully integrated into our governance framework. It articulates our dedication to environmental stewardship, social responsibility, and economic sustainability, aligning these values with our overall mission and objectives.

In terms of risk management, our Code of Ethics helps mitigate sustainability risks by setting clear expectations for ethical conduct and responsible business practices. By adhering to these guidelines, we can identify, assess, and manage risks related to environmental, social, and governance factors, ensuring that we operate ethically and responsibly.

Compliance with laws, regulations, and industry standards is also a key focus of our Code of Ethics. By outlining ethical standards and legal requirements, we ensure that our operations are conducted within the boundaries of applicable regulations, reducing the risk of non-compliance and associated penalties.

Our commitment to ethical behavior and sustainability principles enhances our reputation and fosters trust with our stakeholders. By demonstrating integrity and a dedication to sustainability, we build credibility and earn the trust of our customers, employees, investors, regulators, and the broader community.

Our Code of Ethics promotes a culture of continuous improvement by encouraging employees to speak up about ethical concerns, seek guidance when faced with ethical dilemmas, and participate in ongoing training and education. This ensures that we continually enhance our understanding of ethical issues and sustainability principles, driving positive outcomes for all stakeholders.

In essence, the Code of Ethics is instrumental in governing our sustainability efforts, guiding our actions, managing risks, ensuring compliance, building trust, and fostering a culture of continuous improvement. At TreiRo, we are committed to upholding the highest ethical standards and driving positive change for a sustainable future.

## HIGHLIGHTS - Governance and Ethics



Accountability



Informed  
Decision-Making



Alignment  
with Goals



Risk  
Management



Transparency  
and Reporting



Continuous  
Improvement



Sustainability  
Committee



Code of Ethics



Stakeholder  
Engagement



## Concluding the Sustainability Report: 2023 - The Beginning of Our Journey

As we conclude the first edition of **TreiRo's Sustainability Report for 2023**, we reflect on the foundational steps we've taken towards embedding sustainability at the core of our operations. This report marks the beginning of our commitment to controlling and reducing the impacts of our activities on the planet and on people.

For 2024, we have set ambitious objectives to further our sustainability journey. One of our primary goals is to **obtain the ISO 39001 certification**. This certification focuses on road traffic safety management, emphasizing the importance of implementing measures to improve road safety, reduce accidents, and enhance the safety of our transportation activities. Achieving ISO 39001 will demonstrate our dedication to ensuring the well-being of our employees and the communities we operate in, while also contributing to the broader goal of reducing traffic-related fatalities and injuries.

We are also committed to **increasing the activity of our sustainability committee**. In 2024, we plan to launch several initiatives under the committee's guidance. Examples include implementing company-wide recycling programs, organizing sustainability awareness workshops, and initiating green procurement practices. These initiatives will not only drive our sustainability agenda forward but also foster a culture of environmental responsibility among our employees.

Another critical objective is to **certify our managers for sustainability**. Providing specific training for key roles within the company is essential. This training will ensure that our managers are equipped with the latest knowledge and skills to lead sustainable practices effectively. Having well-trained and up-to-date personnel will significantly impact our sustainability path, enabling us to make informed decisions and implement best practices across all levels of the organization.

Moreover, **increasing the involvement of stakeholders**, including customers, suppliers, and employees, is a key priority for us in 2024. We believe that fostering strong relationships with our stakeholders and encouraging their active participation in our sustainability initiatives will lead to more impactful and lasting results. By engaging our customers in sustainability campaigns, collaborating with suppliers to adopt greener practices, and motivating our employees to contribute ideas and efforts, we aim to create a collective force for positive change.

In conclusion, the steps we are taking today set the stage for a more sustainable future at **TreiRo**. The initiatives outlined in this report reflect our commitment to sustainability and our strategic approach to achieving our goals. We are excited about the journey ahead and confident that with the support of our dedicated team and stakeholders, we will make



significant strides in reducing our environmental impact and enhancing our social responsibility.

Thank you for joining us on this journey. Together, we can build a sustainable future for **TreiRo** and the communities we serve. As **TreiRo** drives for the future, we are committed to ensuring that today's progress paves the way for a better tomorrow.

1<sup>st</sup> edition. June 2024

General Manager  
Angelo Sirtori