



ANTI-TRUST POLICY

Competition and Anti-Trust laws are intended to ensure free and fair competition between companies on the market. Their violation may result in important fines and damages both for the individuals and the enterprise involved.

In compliance with FIDI FAIM requirements, TIS Srl is fully committed to comply with the FIDI Anti-Trust Charter which is a declaration of commitment that fights against Cartels and unfair competition and expects its employees and business partners to abide by the Italian Legislation and work closely with other Anti-Trust laws in the countries where we do business.

By agreeing and committing to this Policy, TIS Srl undertakes to:

1. Never make direct or indirect (via third parties including agents, suppliers or customers) contact with an actual or potential competitor or other third party, the object of which is to engage in cartel behavior.
2. Never propose or reach an agreement, whether directly or indirectly, formally or informally, with actual or potential competitors, regarding any sensitive competition-related issues, including:
 - Fixing prices
 - Dividing or sharing markets, customers or territories
 - Rigging a competitive bidding process
3. Report any indication or initiative of improper anticompetitive business conduct by an actual or potential competitor in accordance with your internal reporting procedure, including but not limited to, reporting to your legal department and/or to the relevant Anti-Trust authorities.
4. Not to participate in a meeting of a trade association in which sensitive competition-related issues are discussed. If such subjects are raised during a meeting, employees must immediately ask for the discussion to end. If not, they must leave the meeting and ask for that to be noted in the minutes of the meeting.
5. Ensure that all internal and external correspondence, including emails and texts, and documents, discussions and public statements do not contain any statements that might be misinterpreted by third parties or Anti-Trust authorities and courts in the context of a potential Anti-Trust investigation.
6. Maintain independent judgment in pricing or selling of any products and/or services.
7. Limit any information discussed during commercial negotiations, with or disclosed to competitors or other third parties, to that which is strictly necessary for completing or assessing the transaction.

We are determined to support the fight against cartels, which restrict competition among suppliers to the detriment of customers.

This policy applies to individual employees, agents, suppliers, consultants or any other people or bodies associated with TIS Srl and we expect our business partners to comply with it.

T.I.S. s.r.l. **TRASPORTI NAZIONALI E INTERNAZIONALI - SPEDIZIONI
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