



# STANTE LOGISTICS SPA SB **IMPACT REPORT YEAR 2023**

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# STANTE LOGISTICS

**Stante Logistics** was born in the early 70s and bears the name of its founder who believed in an idea and crossed borders to make it happen. It is a story that proves how experience, stubbornness and dreams, together, can trace the way to success.

From Abruzzo to Germany, in search of those opportunities and skills that would later become the necessary experience to return in Italy and build its own future: the seriousness of business action, the accuracy in planning for the work, the obsession for quality and attention to the smallest details.

To this period of training abroad is added the lesson of the great Italian entrepreneurship of those years: the courage to innovate and the unlimited creativity in facing the challenges of the market.

Our dream began in the 70s with the first international shipments; today this dream continues to fly with worldwide shipments, an owned fleet of swap bodies, logistics hubs in Italy and abroad and a network of renowned and qualified partners and suppliers.

In 2021 we became a joint stock company: a natural evolution that represents better our present, the size we have reached, the quality of the customers who have chosen us, and indicates a development and evolution trajectory that continues to inspire our future.



# OUR VALUES

Over the years we have entrusted our growth to a few and solid values.



Listening to the needs of our customers, the changes in the competitive context, the new possibilities that technological innovation offers and take the opportunities to optimize costs, times, operational processes;



Compliance in every activity of the company, in terms of fairness, transparency, responsibility;



Quality of service, of the relationship with customers, of the working life of our employees;



Balance between economic, social and ecological objectives in everything we do.



# BENEFIT CORPORATIONS

Benefit Corporations are a legal form established in Italy by Law No. 208 of December, 28th 2015, which came into force on January, 1st 2016.

**Italy** was the **first country in the World** after the United States of America to implement the legislation on Benefit Corporations into its legal system, with the support of all political forces, and to give voice to this new way of doing business that guarantees a solid basis for aligning the corporate mission and creating shared value in the long term.

Traditional companies have as their sole purpose the creation of profit and the distribution of dividends among shareholders. Benefit Corporations integrate traditional corporate objectives with a concrete commitment to generate a positive impact on other people interacting with the company (people and communities) and on the environment.

Profit is the instrument to accomplish this commitment.

This aims to achieve real sustainability on an economic, environmental and social level through which the survival of the Biosphere and thus the good of all can be protected.





# BENEFIT CORPORATIONS

Benefit Corporations are committed to achieving the purposes of common benefit in a responsible, sustainable and transparent manner. Common benefit means the pursuit of one or more positive effects (including the reduction of negative effects) on people, communities, land and the environment.

These objectives require the company to operate by balancing the interest of the shareholders with the interest of the community, thereby achieving strong corporate stability in the event of new investors entering the company, changes in leadership and generational transitions.

In Italy, companies listed in Book V, Titles V and VI of the Italian Civil Code can become Benefit Corporations.

The choice to become a Benefit Corporation is completely voluntary and does not entail any tax benefits.

The procedure for amending the articles of association is identical to that adopted for any other similar company with the addition of a declaration to the company's object that the company is a Benefit Corporation and other changes specified by law.



# STANTE LOGISTICS S.P.A. BENEFIT CORPORATION



The world of **Benefit Corporations** attracted the interest of members as early as 2021, as it provides a concrete response to the global need to rethink the economic system and provides a virtuous paradigm for companies that generate profit and want to give back to the environment, the community and people some of the benefit achieved to help create a more sustainable and liveable world.

The members firmly believe in the need to strive to generate a good that goes beyond their own profit, a result that can give their work a greater and lasting meaning and purpose.

In June 2022, **STANTE LOGISTICS SPA** became a **Benefit Corporation** by supplementing its By-laws with a concrete and specific commitment to operate responsibly, sustainably and transparently towards all the people and activities that gravitate around the company and the ecosystem. The purpose of this report is to share the work done since the transformation of the Company into a Benefit Corporation in June 2022 until 31 December 2022 to fulfill our commitments to create shared value and to achieve our specific benefit objectives.



# ANNUAL IMPACT REPORT

In addition to the common benefit purposes, in order to meet the transparency requirements of the legislation, a company that transforms or is established as a Benefit Corporation must also include in its by-laws the duties and responsibilities of the directors and draw up the annual impact report to be attached to the financial statements and published on the company website (if any).

Specifically, the law prescribes the appointment of the person or persons responsible, called the Impact Manager, to be entrusted with functions and tasks that allow the company to be administered by balancing the interest of the partners, the purposes of common benefit and the interests of all stakeholders.

***STANTE LOGISTICS SPA has appointed Donato Stante, as CEO, this function by naming him Impact Manager of the company.***





# ANNUAL IMPACT REPORT

To be properly drafted, the impact report must include:

- a description of the specific objectives, methods and actions implemented by the directors in pursuit of the goals of common benefit and any circumstances that prevented or slowed it down;
- la valutazione dell'impatto generato utilizzando lo standard di external evaluation with characteristics described in Annex 4 of the Act and including the evaluation areas identified in Annex 5;
- a section describing the new objectives that the company intends to pursue in the next financial year.



# THE INTERNATIONAL EVALUATION STANDARD



The Law Governing Benefit Corporations requires each company to select and use an external evaluation standard to assess the impact generated during the year. In measuring impact, the standard must be comprehensive and articulate and must be developed by a third party to the corporation to ensure its credibility and transparency. The law does not prescribe the use of a specific standard, but describes the requirements that the standard must meet.

Specifically, the assessment areas to be addressed are defined:

- **Governance:** Assessment of the degree of transparency and accountability of the company in pursuit of the purposes of common benefit, with particular attention to the purpose of the company, the level of stakeholder involvement, and the degree of transparency of the policies and practices adopted by the company;
- **Employees:** Assessment of employee and contractor relations in terms of compensation and benefits, training and opportunities for personal growth, quality of work environment, internal communication, flexibility and job security;
- **Community:** Assessment of the company's relationships with its suppliers, the local area and communities in which it operates, voluntary actions, donations, cultural and social activities, and any actions that support local development and its supply chain;
- **Environment:** Assessment of societal impacts, with a life cycle perspective of products and services, in terms of resource use, energy, raw materials, production processes, logistics and distribution processes, use and consumption, and end of life;
- **Clients:** Assessment of the value the company creates for direct customers and consumers in terms of product and service quality assurance, data privacy and security, and more.

# THE INTERNATIONAL EVALUATION STANDARD



There are a number of standards, composite indicators, and guidelines, developed nationally and internationally, that can be used to describe and assess the impact generated by a company during a certain financial year.

**STANTE LOGISTICS SPA** has chosen the **B Impact Assessment (BIA)** international standard, developed by B-Lab, with the goal within the next 3 years to reach the minimum score of 80 points to obtain B CORP certification.

The **BIA** is conducted through an online platform (<https://bimpactassessment.net>), within which the company is required to provide qualitative and quantitative information with a special questionnaire adapted to the type and size of the company.



# THE INTERNATIONAL EVALUATION STANDARD



As of 12/31/2021, **STANTE LOGISTICS** recorded an overall score of **65.9 points** from the compilation of the B Impact Assessment.

While as of 12/31/2022, **STANTE LOGISTICS** recorded an overall score of **80.6 points**, **concrete evidence of its willingness and commitment to continuous improvement.**



# IMPACT ASSESSMENT RESULTS

Punteggio complessivo: B Impact Score



STANTE LOGISTICS SPA

Data di fine dell'anno fiscale 31 Dec 2022



## Comunità

Scopra in che modo l'azienda può contribuire al benessere economico e sociale delle comunità in cui opera.

DOMANDE RISPOSTE: 35/35  
PUNTEGGIO GENERALE: 19.7



## Ambiente

Scopra in che modo l'azienda può migliorare la propria gestione ambientale in generale.

DOMANDE RISPOSTE: 37/37  
PUNTEGGIO GENERALE: 11.7



## Clienti

Scopra in che modo l'azienda può migliorare il valore che crea per i clienti e consumatori diretti dei propri prodotti e servizi.

DOMANDE RISPOSTE: 8/8  
PUNTEGGIO GENERALE: 2.6



## Governance

Scopra in che modo l'azienda può migliorare le politiche e pratiche pertinenti alla propria missione, all'etica, la responsabilità e trasparenza.

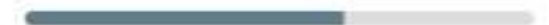
DOMANDE RISPOSTE: 25/25  
PUNTEGGIO GENERALE: 15.2



## Lavoratori

Scopra in che modo l'azienda può contribuire al benessere finanziario, fisico, professionale e sociale dei propri lavoratori.

DOMANDE RISPOSTE: 47/47  
PUNTEGGIO GENERALE: 31.2





# STANTE LOGISTICS' COMMITMENTS IN THE AREAS OF IMPACT



As a Benefit Corporation, STANTE LOGISTICS SPA has included in its by-laws a commitment to:

*«create shared value for partners, employees and customers alike through a motivating and satisfying commitment to a healthy, sustainable and prosperous economic activity by acting responsibly, sustainably and transparently towards people, land, the environment and other stakeholders»*

To do this, we reflected on how the specific activity carried out by the company operating in the field of transport and logistics could generate a positive impact on the community and the environment.

Not having a goods production activity, the reflection led to focus on people, including both those directly involved in the company (employees) and all those who interact with the company and potentially benefit from the skills and work carried out by Stante Logistics. At the same time, the commitment to the environment, understood as the world ecosystem, has been defined, analysing the positive impact that the company can generate and the reduction of negative effects linked to business activity.

The specific aims of common benefit were declined as follows:

# STANTE LOGISTICS' COMMITMENTS IN THE AREAS OF IMPACT

## 1. Workers:

“offer opportunities for personal growth to young people and professional qualification to employees through training and by creating the best possible working conditions to contribute to the personal fulfilment of employees and to live with more awareness, authenticity, freedom, happiness and social responsibility”



# STANTE LOGISTICS' COMMITMENTS IN THE AREAS OF IMPACT

## 2. Community:

“promote and hold conferences, seminars and meetings to raise awareness among private and public subjects on business issues related to safety and the improvement of working conditions. The Company is committed to spreading a culture of protecting and valuing the individual in the workplace, both in the context of safety and the improvement of working conditions”



# STANTE LOGISTICS' COMMITMENTS IN THE AREAS OF IMPACT

## 3. Environment:

“promote actions, at all levels, to combat climate change and foster sustainable use of the earth's ecosystem, including through technological innovations and the reuse of equipment and other consumer goods”



# RESULTS AND OBJECTIVES: WORKERS

The results achieved in the year 2022 and the targets the company sets for the 2023 are shown hereafter for each of the three specific benefit commitments undertaken by Stante Logistics.



*«offer opportunities for personal growth to young people and professional qualification to employees through training and by creating the best possible working conditions to contribute to the personal fulfilment of employees and to live with more awareness, authenticity, freedom, happiness and social responsibility»*

Employees and collaborators are a major asset for Stante Logistics, along with customers and suppliers.

They are PEOPLE, those who interact day after day creating value, a value that is then realised in profit, a profit that Stante Logistics wants to invest in the people who make it possible. It is a virtuous circle, a transparent and honest give and take from which everyone can benefit.

With this vision, Stante Logistics engages in various activities to make the work experience an opportunity to live as happy, fulfilled people who are able to give back to the world some of the good received.





# RESULTS AND OBJECTIVES: ANALYSIS

2022 RESULTS	
Flexibility	Flexibility is granted from 8 a.m. to 9 a.m. for entry and from 5 p.m. to 6 p.m. for exit, subject to the need to cover the 8 hours per day provided and the main time slot 9 a.m. to 1 p.m., 2 p.m. to 6 p.m.
Remote work	<p>The policy of being able to work remotely has been established:</p> <ul style="list-style-type: none"> <li>- Up to 5 gg / month per capita → Standard for all employees</li> <li>- Up to 10 gg / month → Expectant women + mothers and fathers within the 3rd year of the child's life               <ul style="list-style-type: none"> <li>- Up to max 20% per Organizational Unit</li> <li>- Up to max 1 Friday and 1 Monday per month per capita</li> </ul> </li> <li>- In case of required holiday work, there is a possibility of exceeding the thresholds</li> </ul> <p>The on-call periods required of the employee are: 10 a.m.-12 p.m. and 3 p.m.-5 p.m.</p>
Training	<p>The company organized professional-specific training courses for employees. Space was given to internal training in order to devote time to regulatory study and in-depth study of specific topics.</p> <p>Specifically, courses were conducted on Change Management, Soft Skills (problem solving, leadership, empathy, team working), training courses on Internal Management Systems and new company Software</p>
Recruitment of new employees	<p>During the year 2022 Stante Logistics increased its workforce in the number of 45 employees at all company locations.</p>
Work Environment	<p>A number of activities were completed in 2022 with the aim of making the work environment as safe, healthy, comfortable and pleasant a place as possible, all of which contribute to the well-being of the people who spend most of the time of their days inside the offices. The most substantial investments have included: the completion of the refurbishment of the offices, with new Made in Italy furniture, operational and adjustable chairs to maintain proper posture while working at the desk.</p>

# RESULTS AND OBJECTIVES: ANALYSIS



2023 OBJECTIVES	
Training	External and internal training activities are already planned, specifically on change management, corporate values, leadership, English language, payroll management, negotiation and communication, privacy management, conflict management, and DE&I topics
Hiring new employees	For the year 2023, Stante Logistics has prepared a hiring plan on all locations
Working Environment	Make the purchase of low-power LED lamps specifically for office use with anti-glare function to replace ceiling lights with halogen bulbs, plants to re-oxygenate the air and capture any harmful substances.
Solidarity Partnerships	The Company has entered into a Partnership with FAI - Fondo Ambiente Italiano to raise awareness of the country's artistic heritage and has involved its employees by distributing free tickets and cards to be able to visit FAI properties
D&I and Gender Equality Strategy	The company has implemented a Human Resources Management System in accordance with UNI PDR 125:2022 and ISO 30415:2021 in order to achieve its Certification

# RESULTS AND OBJECTIVES: COMMUNITY



*«promote and organise conferences, seminars and meetings to raise awareness among private and public subjects on business issues related to safety and the improvement of working conditions. The Company is committed to spreading a culture of protection and enhancement of the individual in the workplace, both in the context of safety and the improvement of working conditions»*

Being good at one's job is no longer enough, it is necessary to go further and communicate outside one's company the opportunities and information that one has acquired and that can potentially help others to live a happier life in a better world. Sharing, information, prevention, satisfaction are fundamental concepts for Stante Logistics, which concretises its thinking in a series of activities seeking synergies and collaborations above all with realities of the territory and the Community in which the Company is inserted so that together the voice can reach further.



# RESULTS AND OBJECTIVES: ANALYSIS

ACTIONS	2022 RESULTS	2023 OBJECTIVES
<p>Organize seminars/conferences with agencies, educational institutions or trade associations</p>	<p>Visits and meetings were conducted with students from Itis Logistics School.</p>	<p>Meet with students from local high schools to bear witness to the value of school-to-work training in logistics</p>
<p>Enter into collaboration and service provision agreements as pro bono or concessional activities with the municipality where the Society is based</p>	<p>/</p>	<p>Collaborate with public agencies, trade associations and others in the area to bear witness to a business applying cutting-edge technological solutions to minimize environmental impact</p>
<p>Using social media to reach the widest possible audience to raise awareness about the reality of Benefit Corporations</p>	<p>The Company has committed to using the social network LinkedIn to disseminate information in the topics described in the common benefit object to all interested users.</p>	<p>Devote time to direct testimony of the goodness in forming Benefit Corporation with other companies interested in the topic through social networks</p>



# RESULTS AND OBJECTIVES: ENVIRONMENT



*"promote actions, at all levels, to combat climate change and foster sustainable use of the earth's ecosystem, including through technological innovations and the reuse of equipment and other consumer goods"*

The planet in which we live and in which companies operate is not an infinite resource, and unfortunately it is only in the light of tragic events and alarming data that the international community has decided to put the issue high on its agenda. However, it is essential to move away from the traditional culture that delegates the task of 'doing something' to the big players and institutions; the reality of the facts requires us to be protagonists of change and an example for our fellow man. It does not matter if others do not do or if the laws are still insufficient or inadequate, each of us can change our lifestyle, our way of managing natural resources, each of us is responsible for the future of all and only when we stop waiting and start doing can things change.





# RESULTS AND OBJECTIVES: ANALYSIS

ACTIONS	2022 RESULTS	2023 OBJECTIVES
Intermodal transport	<ul style="list-style-type: none"> <li>32,545 tons of CO2 were saved in 2022 through our main business model</li> </ul>	<ul style="list-style-type: none"> <li>The goal is to save 10 percent more tons of CO2 than in the previous year</li> </ul>
Reducing the use of disposable plastics	<ul style="list-style-type: none"> <li>Drinking water dispensers connected to the water supply system were installed in order to reduce the use of plastic bottles in offices</li> <li>Hot drink dispensers were replaced with ones that use biodegradable paper cups</li> </ul>	<ul style="list-style-type: none"> <li>Provide employees with reusable water bottles</li> </ul>
Reuse/Reduction of printed paper and dematerialization of documents	<p>The company sends documents to customers, suppliers and employees in digital form to the extent possible, that is, it abolishes printing on paper unless strictly necessary for archival and legal imposition. Remote work in this sense has facilitated the dematerialization of documents produced.</p>	<p>The company continues its commitment to the environment by promoting the abolition of printed paper wherever possible, or replacing it with recycled paper</p>
Replacement of implants	<p>Stante Logistics replaced old air conditioning systems with new energy-efficient systems</p>	<p>Construction of a photovoltaic system on the solar slab of the new plant</p>
Waste separation and recycling	<p>The company has established an internal policy of dividing the waste produced (plastic, paper, cans, dry, organic waste) so that the various types of waste can be properly disposed of and everything that can be recycled can be recycled.</p>	<p>Significantly reduce the amount of non-recyclable waste generated</p>
CO2 Reduction	<p>The company has begun to record and monitor electricity and water consumption so as to have a numerical figure for consumption control and containment.</p>	<p>Adopt practices to reduce consumption and improve the energy efficiency of the building Introduce the use of environmentally friendly and biodegradable cleaning products</p>



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