

STANTE LOGISTICS S.P.A. SB is committed to the support of the values of diversity, inclusion and gender equality through the adoption of corporate, organizational and management systems based upon the respect of people's rights as well as their freedom and dignity. In particular, our company has adopted an ISO 30415 - UNI/PdR 125:2022 integrated management system. In fact, the company operates according to the guidelines of ISO 30415:2021 and the UNI/PdR 125:2022 practice through an approach based on impartiality and does not allow any form of direct or indirect, multiple and interconnected discrimination in relation to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinion, social category of belonging and religious faith. It also promotes the conditions that enable the removal of cultural, organizational, and material obstacles that limit the full expression of people and their full utilization within the organization.

STANTE LOGISTICS S.P.A. SB preserves the value of its people and promotes the protection of their integrity psychophysical, moral and cultural integrity through working conditions that respect individual dignity and rules of behavior, also does not resort to child labor and the employment of young workers, nor of forced and/or forced labor.

The Company offers wages appropriate for maintaining a healthy lifestyle and has developed an internal Benefit program to further this purpose; it also allows all employees full freedom of association and collective bargaining.

The D&I policy aims to develop a clear approach in terms of mission, strategies and active practices in order to order to stimulate a collaborative, supportive work environment open to contributions from all employees and employees to increase the trust of people, customers, and civil society in general.

The goal is to foster diversity in all its dimensions to take full advantage of the opportunities arising from it and generate value within work environments while also gaining a competitive advantage on business.

This policy reaffirms the company's commitment to comply with and actively disseminate the principles set forth in the current regulations, contractual provisions and standards issued by international organizations of reference:

- Agenda 2030 for Sustainable Development and related Sustainable Development Goals-SSDGs;
- UN Global Compact and Women's Empowerment Principles,
- Universal Declaration of Human Rights,
- United Nations Conventions on the Rights of Women, Elimination of All Forms of Racial Discrimination, Rights of the Child, Rights of Persons with Disabilities;
- Declaration on Fundamental Principles and Rights at Work and the eight core Conventions of the International Labor Organization (ILO);
- ILO Convention on Violence and Harassment of June 2019.

Diversity is a value that must be protected and encouraged with concrete actions in all organizational and management processes through understanding, inclusion, and valuing the differences of one's people. Diversity enriches and opens to new ideas and initiatives by multiplying the possibilities of generating innovative solutions: people from different cultures, social and generational backgrounds, skills, competencies, and experiences represent a distinctive value that enables confrontation towards multiple perspectives and allows to reflect and anticipate the needs of customers and relevant stakeholders.

The mission of **STANTE LOGISTICS S.P.A. SB** is focused on preserving the value of people, so that everyone feels included and can give the best of themselves feeling truly part of the company, is embodied in a strategy of human resources development and management, capable of promoting an inclusive culture to enhance the uniqueness of people and access to the same opportunities for professional growth regardless of the role held in the organization.

It is precisely for the above reasons that the company is committed to preventing and harshly punishing all types of violence and/or harassment in the workplace.

In terms of ethical recruitment, personnel and career management, specific operational procedures that manage the relevant areas from a D&I and Gender Equality perspective. In addition, the STANTE LOGISTICS S.P.A. SB through this policy wants to ensure that genders and people within the organization are always equally represented among the panelists of roundtable discussions, events, conferences or other event even of a scientific nature.

In terms of communication (marketing and advertising activities), **STANTE LOGISTICS S.P.A. SB** transparently declares its willingness to pursue gender equality, enhance diversity and support women's empowerment.

STANTE LOGISTICS S.P.A. SB implements a policy aimed at fostering Diversity, Inclusion and Gender Equality not only internally, but especially by prioritizing relationships and business relationships with companies equally committed to Diversity, Inclusion and Gender Equality issues.

Top Management has identified a competent resource for the management of the D&I management system in the figure of the RSGQ.

In addition, in order to create an active presidium in the Theme of D&I and Gender Equality, the D&I Committee composed of the CEO, HRM and HRG, RLS and RSGQ is established.

This policy, issued in coordination with and approved by the D&I Committee, is made available for reference in the D&I section of our website.

Date: 30.07.2023

CEO
Donato Stante