

# Sustainability Report

Year 2023



**STANTE**  
LOGISTICS



# Sustainability Report

2023



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# Letter to stakeholders

Dear Stakeholders,

Starting in the 2023 financial year, we have introduced a new sustainability reporting model, combining our goals, the activities carried out, the results achieved, and the impacts in the ESG areas into a single report, in accordance with the objectives of the UN 2030 Agenda.

The path we share with you reflects our constant commitment to a more responsible business model, sensitive to environmental, social and governance challenges, and clearly and transparently highlights our actions and future goals.

2023 has been an important year of innovation and significant progress for our company: we have carried out concrete actions to reduce environmental impact, social inclusion initiatives, partnerships with local communities, and improvements in governance processes to ensure transparency and integrity in all our operations.

It has also been a year of challenges, which we have faced with cohesion, commitment, and great participation from all colleagues of STANTE LOGISTICS SPA SB. I express to them my sincere esteem and personal gratitude.

The change towards a more ethical and responsible supply chain model is a collective and continuous path that we have a duty to integrate into our actions and in the way we do business. We have chosen to be promoters of this change and will continue to operate with sustainable growth choices, capable of generating shared and lasting value.

I thank all those who accompany us on this journey, demonstrating trust in our organization.

I wish you a pleasant reading.

**Donato Stante**

PRESIDENT & CEO STANTE LOGISTICS SPA SB





## Reporting Information

### GRI 2-3 • GRI 2-4 • GRI 2-5

Stante Logistics S.p.A Benefit Corporation (hereafter also “Stante Logistics” or “the Company”) communicates, starting in 2023 and on an annual basis, information on the organisation’s sustainability performance (environmental sustainability, social sustainability, anti-corruption and respect for human rights), together with disclosure on the commitment and results achieved on SDGs and actions for the common benefit in a special report.

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 in 2022, in association with the Sustainability Accounting Standards Board (SASB) for the definition of material issues. This report was audited by the designated auditor CRIF/CRIBIS in accordance with the principles and guidance contained in ISAE3000 (International Standard on Assurance Engagement 3000-Revised) of the International Auditing and Assurance Standards Board (IAASB).

The reporting period coincides with the financial year 2023 (except for some cases where activities started in 2023 were completed in the first half of 2024).

Stante Logistics, for the drafting of the Sustainability Report 2023, availed itself of qualified internal and external professionals coordinated by Dr. Cinthia Di Carne.

The reporting and graphics service was outsourced to ESG-VIEW ([www.esgview.com](http://www.esgview.com)).

- ✔ **GRI Sustainability Reporting Standards**
- ✔ **Sustainability Accounting Standards Board (SASB)**
- ✔ **ISAE3000 International Auditing and Assurance Standard Board**

This declaration is published on the website of STANTE LOGISTICS SPA BENEFIT CORPORATION, at <https://stantelogistics.com/sostenibilita/>.

You can request information at [sustainability@stantelogistics.com](mailto:sustainability@stantelogistics.com).

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

- Bari headquarter: Via dei Gerani 4 - 70026 Modugno (BA);
- Operational headquarters Pescara: Interporto Val Pescara, S.S. 5 Tiburtina Valeria - 65024 Loc. Staccioli, Manoppello (PE);
- Operational headquarters Turin: Strada settima 4/6 - 10098 Rivoli (TO).

The reporting was carried out on the basis of the questionnaire administered to STANTE LOGISTICS SPA BENEFIT CORPORATION by Synesgy and visible at [www.synesgy.com/it/](http://www.synesgy.com/it/).



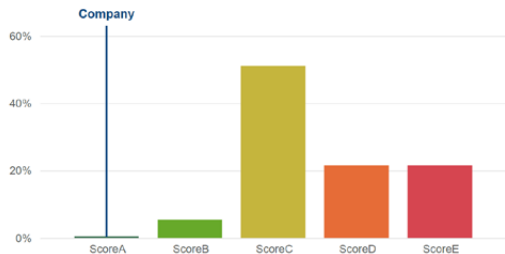


# Benchmark Statistics

Macro-industry  Dimension

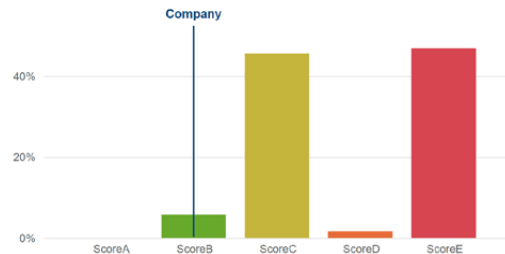
Geographic area

Distribution of companies by industry and Overall score



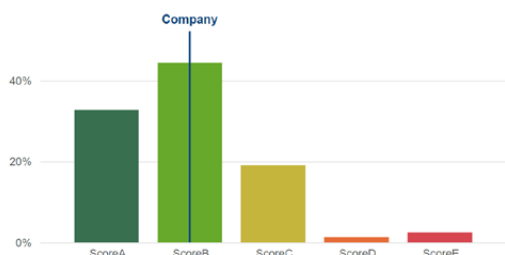
The chart shows the distribution of companies by industry according to the Over...

Distribution of companies by industry and Environmental score



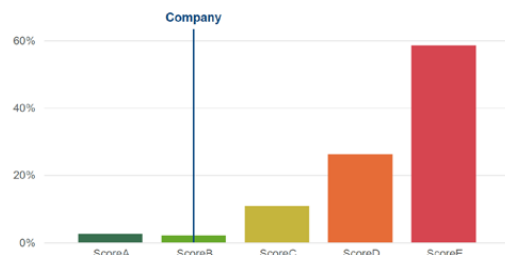
The chart shows the distribution of companies by industry according to the Envir...

Distribution of companies by industry and Social score



The chart shows the distribution of companies by industry according to the Socia...

Distribution of companies by industry and Governance score



The chart shows the distribution of companies by industry according to the Gove...

## Why was it important for Stante Logistics S.p.A. Benefit Corporation to complete the Synesgy questionnaire?

- ✔ **It allowed the company to start 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 (GRI-SDGs)**
- ✔ **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 databases by CRIF Ratings**
- ✔ **It is constantly updated according to evolving reporting regulations**
- ✔ **Data are shared in real time**

# Ecovadis Scorecard and Silver Medal

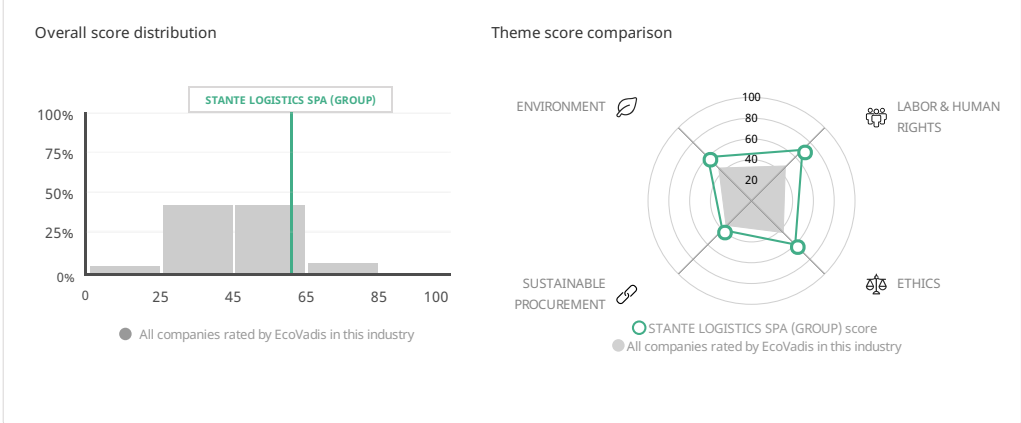
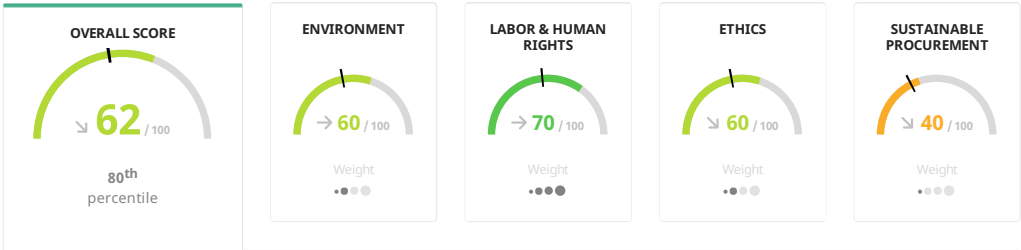
The ESG information was also subjected to a voluntary performance measurement against the reference sector, according to the proprietary ECOVADIS methodology. The scorecard drawn up on 2023 data showed the following assessment:



**STANTE LOGISTICS SPA (GROUP)**  
 MODUGNO - Italy | Warehousing and storage  
 EVID: EQ565750

Publication date: 30 Nov 2023      Valid until: 30 Nov 2024

Sustainability performance    ● Insufficient    ● Partial    ● Good    ● Advanced    ● Outstanding     Average score



## Main aspects

### ✔ Overall score

STANTE LOGISTICS SPA (GROUP) is in the top 9% of companies rated by EcoVadis in the Warehousing and Storage sector.

### ✔ Environment

STANTE LOGISTICS SPA (GROUP) is in the top 25% of companies rated by EcoVadis in the Warehousing and Storage sector.

### ✔ Labour Practices and Human Rights

STANTE LOGISTICS SPA (GROUP) ranks in the top 8% of companies rated by EcoVadis in the Warehousing & Storage sector.

### ✔ Sustainable Procurement

STANTE LOGISTICS SPA (GROUP) is in the top 29% of companies rated by EcoVadis in the Warehousing and Storage sector.

### ✔ Ethics

STANTE LOGISTICS SPA (GROUP) is in the top 25% of companies rated by EcoVadis in the Warehousing and Storage sector.



# 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 listening/comparison activity 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. STANTE LOGISTICS SPA BENEFIT CORPORATION has identified the stakeholders and the relative activities, defining the level of involvement in consideration of the functions and instruments of comparison and dialogue. STANTE LOGISTICS SPA BENEFIT CORPORATION's system of relations with its stakeholders includes 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.

Stakeholders	Functions involved	Expectations	Activities	Engagement Tools	Answer
<b>Company: Investors and partners</b>	Finance, Business Controlling, Marketing & Communication, HR, QSE, Procurement, ESG, Lean & Supply Chain, Claim & Legal Affairs	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
<b>Employees and trade union representatives</b>	Human Resources, ESG	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
<b>Customers</b>	Sales Department	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
<b>Suppliers of goods and services</b>	Procurement, Lean & Supply Chain, ESG	Large demand guarantee	Several meetings and contacts during the year	Selection procedures, exchange of documentation, meetings	Contracts
<b>Institutions</b>	HR, QSE, ESG	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
<b>Banks and lenders</b>	Finance & Business Controlling	Economic, financial and asset soundness and sustainability	Not periodic, but targeted to specific projects	Meetings and exchange of communications	Analysis reports, trade agreements
<b>Local communities and communities</b>	HR, ESG, QSE, Marketing & Communication	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

Stante Logistics SPA SB pursues, in addition to the profit motive, those of common benefit, expressly included in its articles of association following its transformation into a Benefit Corporation. The approach is based on the following aspects:

✔ a **business model** that integrates **sustainable development** principles into the supply chain, giving its services that added value that is fully recognised in the market and contributes to the process of creating shared value for its stakeholders, pursuing the goals (the 'SDGs') of the 2030 Agenda;

✔ a **follow-up strategy**, based on a medium/long-term strategic sustainability plan that presents quantitative and qualitative objectives linked to specific actions and prioritised SDGs, integrated with the actions and objectives of the improvement plan that Stante Logistics SPA SB is carrying out as a Benefit Corporation, in accordance with the B Impact Assessment standard;

✔ a **renewed governance**, more participatory and open to **Diversity and Inclusion** issues, which, also thanks to the contribution of specific bodies (Management Committee, Gender Equality Committee and Impact Manager), has started a process of analysis and assessment of the impacts of its business, acting in a more responsible manner in pursuit of the goal of common benefit and sustainable development;

✔ a **flexible organisational structure** with young professionals specialised in sustainability and digitalisation, which acts in compliance with the principles of management efficiency and effectiveness, also through a better control of the different types of corporate risks, including ESG risks, subject to external and internal assessment;

✔ a **reporting system** that continues the integration of financial and sustainability reporting through full connectivity between the Management Report and the Impact Report.

These aspects are based on a **business ethic** that Stante Logistics SPA SB has revised by virtue of acquiring its Benefit Corporation status and that today finds formalisation in a vision, in a mission, in ethical values to which the UN's Sustainable Development Goals (SDGs) form the backdrop.

# The SDGs of STANTE LOGISTICS SPA BENEFIT CORPORATION

Stante Logistics has decided to share, support and promote the 2030 Agenda and has identified 7 goals to focus on, which are closest to its values and commitments and on which it believes it can have a significant influence through its activities:



## Health and Well-being

Ensuring health and wellbeing for all.



## Business, innovation and infrastructure

Resilient infrastructure, sustainable industrialisation and innovation.



## Quality Education

Ensure quality, equitable and inclusive education and promote lifelong learning opportunities for all.



## Reducing inequality

Reducing inequality within and between nations.



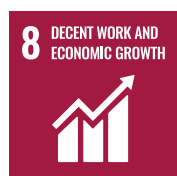
## Gender Equality

Achieving gender equality and empowerment (greater strength, self-esteem and awareness) of all women and girls.



## Fighting climate change

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



## Decent work and economic growth

Promoting full and productive employment, working conditions decent and stimulate sustainable economic growth.

The choice of these SDGs is in line with the priorities defined by the company and reflects the material issues identified, in particular:

- Ensuring a healthy working environment for employee *wellbeing*;
- Ensure access for all employees to quality training;
- Ensuring women have full and effective participation and equal opportunities for leadership at all levels;
- Creating opportunities for decent work to foster the economic growth of the population;
- Aiming at continuous improvement of our infrastructure and business model by making them more and more environmentally sustainable and encouraging our stakeholders to adopt sustainable policies and integrate sustainability information into their reporting cycle;
- Take urgent measures to combat climate change and its consequences.



# Analysis of Materiality

## GRI 2-2 • GRI 3-3

The mapping of the environmental, social and economic issues that are relevant to Stante Logistics and that can influence the decisions and behaviour of the company's stakeholders is of fundamental importance for the drafting of the Sustainability Report. For the preparation of this Report, issues of high or very high relevance to Stante Logistics and its stakeholders are considered material, in particular:

- **Topics closely related to business sustainability and corporate management:** quality and safety of service, transparency in communication, creation of economic value;
- **Stante Logistics' focus on its customers and suppliers:** centrality of customers and user suppliers;
- **Environmental issues associated with the impact of services and their use;**
- **Topics related to Stante Logistics' relations with its employees and the community:** health and safety at work, employee care and training, relations with the community.







# Stante Logistics and sustainable development

GRI 2-1 • GRI 2-2 • GRI 2-6



# About us

Stante Logistics was founded in the early 1970s 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 road to success.

From Abruzzo to Germany, in search of those opportunities and skills that would later become the necessary baggage to return to Italy and build one's future: the seriousness of entrepreneurial action, the rigour in planning work, the obsession for quality and attention to the smallest details. Added to this training abroad is the lesson of the great Italian entrepreneurs of those years: the courage to innovate and the inexhaustible creativity in facing market challenges. Our dream began in the 1970s with the first expeditions. Today, this dream continues to fly with worldwide shipments, our own fleet of swap bodies, logistics hubs in Italy and abroad, and a capillary and selected network of partners and suppliers. In 2021 we became a joint-stock company: a natural evolution that speaks better of our present, the size we have achieved, the quality of the customers who have chosen us, and indicates a trajectory of development and evolution that continues to inspire our future.

## Our Values

Over the years we have entrusted our growth to a few solid values that continue to guide us on our journey.



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.



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



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.

# Benefit Corporations

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

**Italy** was the **first country in the world** after the United States of America to incorporate the legislation on Benefit Corporations, with the support of all political forces, and to give voice to this new way of doing business that provides a solid basis for aligning the company 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 parties that interact with the company (people and communities) and on the environment. Profit is the instrument to realise this commitment. In this way we aim to achieve real sustainability at an economic, environmental and social level through which we want to protect the survival of the Biosphere and thus the good of all. **Benefit Corporations undertake to realise the purposes of common benefit** in a responsible, sustainable and transparent manner. Common benefit is defined as 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 the entry of new investors, changes in leadership and generational transitions. In Italy, companies listed in Book V, Titles V and VI of the 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 corporate transaction, with the addition of a declaration to the corporate purpose that the company is a Benefit Corporation and other changes specified by law. 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, an outcome that can give work a greater and lasting meaning and purpose.

**In June 2022, STANTE LOGISTICS SPA becomes a Benefit Corporation** by integrating the company charter with a concrete and specific commitment to operate responsibly, sustainably and transparently towards all people and activities that gravitate around the company and the ecosystem. This report aims to share the work carried out by Stante Logistics SPA SB in 2022 to fulfil the commitments made to create shared value and to achieve our specific benefit objectives.

# The evaluation standard international

The law governing Benefit Corporations requires each company to select and use an external evaluation standard to assess the impact generated during the financial year.

In measuring impact, the standard must be comprehensive and articulate and must be developed by a third party to the company to ensure its credibility and transparency.

The law does not prescribe the use of a specific standard, but describes the requirements it must fulfil. Specifically, it defines the assessment areas to be covered:

- ✔ **Governance:** assessment of the degree of transparency and accountability of the company in the pursuit of its goals of common benefit, with particular attention to the purpose of the company, the level of involvement of stakeholders, and the degree of transparency of the company's policies and practices;
- ✔ **Employees:** evaluation of relations with employees and collaborators in terms of pay and benefits, training and personal development opportunities, quality of the working environment, internal communication, flexibility and job security;
- ✔ **Community:** evaluation of the company's relations with its suppliers, with the territory and local communities in which it operates, voluntary actions, donations, cultural and social activities, and any action supporting 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;
- ✔ **Customers:** assessment of the value the company creates for direct customers and consumers in terms of product and service quality assurance and guarantee, data privacy, data security and more.

There are numerous standards, composite indicators, guidelines, which can be used to describe and assess the impact generated by a company during a certain financial year.

**STANTE LOGISTICS SPA SB has chosen the international standard B Impact Assessment (BIA) developed by B-Lab.**

The BIA is carried out via an online platform (<https://bimpactassessment.net>), where the company is required to provide qualitative and quantitative information with a questionnaire adapted to the type and size of the company.

In the first assessment covering the fiscal year 2021, STANTE LOGISTICS recorded an overall score of 65.9 points from the B Impact Assessment.

As at 31/12/2022, STANTE LOGISTICS recorded an overall score of 80.6 points and as at 31/12/2023 a score of 83.1, concrete evidence of its willingness and commitment to continuous improvement.

**Overall score: B Impact Score**

**STANTE LOGISTICS SPA**  
End date of the fiscal year 31 Dec 2023



**Governance**

QUESTIONS ANSWERS OVERALL SCORE  
26/26 17.2



**Employees**

QUESTIONS ANSWERS OVERALL SCORE  
47/47 31.2



**Community**

QUESTIONS ANSWERS OVERALL SCORE  
35/35 20.1



**Environment**

QUESTIONS ANSWERS OVERALL SCORE  
37/37 11.9



**Customers**

QUESTIONS ANSWERS OVERALL SCORE  
8/8 2.6



As a Benefit Corporation, STANTE LOGISTICS SPA SB has included in its Bylaws a commitment to:



*Create shared value for shareholders, employees and customers alike through a motivating and satisfying commitment to 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 transport and logistics company could generate a positive impact on the community and the environment. Not having a goods-producing activity, the reflection led to focusing on people, including both those directly involved in the company (employees) and all those who interact with the company and can 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:

### **1. Employees:**

“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”.

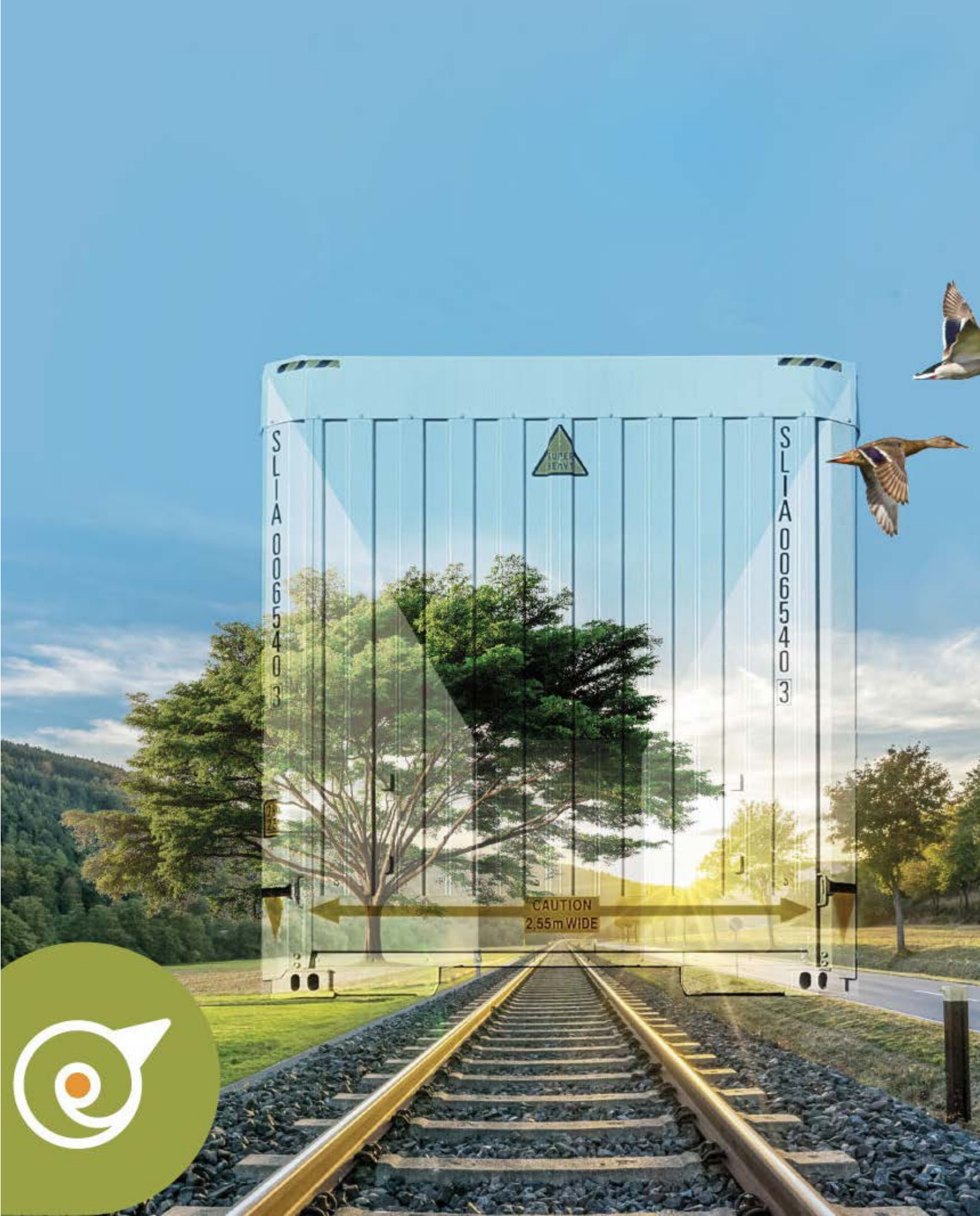
### **2. Community:**

“promote and organise conferences, seminars and meetings to raise awareness among private and public subjects on business issues concerning safety and the improvement of working conditions. The Company is committed to spreading a culture of protection and valorisation of the person in the workplace, both in contexts of safety and improvement of working conditions”.

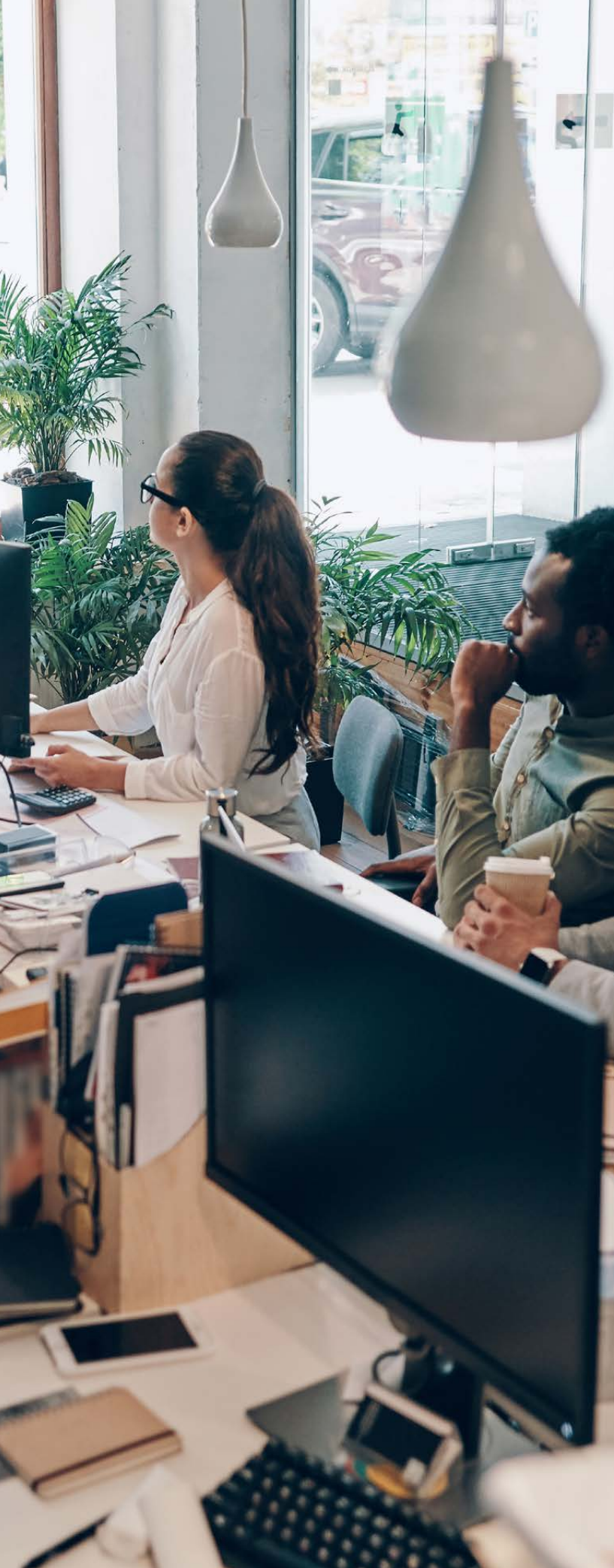
### **3. Environment:**

“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”.









# Leadership and Governance

GRI 3-3





## Governance

**GRI 2-22 • GRI 2-25 • GRI 2-27 • GRI 201-2 • GRI 419**

The organisation's governance structure, composition, knowledge and roles are important to understand how the management of the organisation's impacts on the economy, the environment and people, including the impact on their human rights, is integrated into the organisation's strategy and operations, also underlining how well the company itself is 'equipped' to oversee the management of impacts. In addition to the CEO's presence, other important actors oversee the company's operations.

### **Board of Auditors**

The Board of Statutory Auditors monitors compliance with current legislation and the Articles of Association, compliance with the principles of proper administration, the adequacy of the organisational structure for the aspects falling within its competence, the internal control system and the administrative and accounting system, as well as the reliability of the latter in representing operating events and the adequacy of the instructions issued by the parent company to its subsidiaries. The Board of Statutory Auditors acquires knowledge of and supervises, to the extent of its competence, the company's activities. On the subject of reporting, in particular, it supervises the process of drawing up the financial statements and the conformity of the Impact Report.

### **Supervisory Board 231/01**

Body responsible for supervising the adequacy of the Organisational Model pursuant to Legislative Decree no. 231/2001 approved by the Company, constantly monitoring: (a) its compliance by the addressees; (b) its actual effectiveness in preventing the commission of offences; (c) the implementation of the provisions contained therein; (d) its updating, in the event the need arises for adjustments connected to changes in the organisational structure or in the Applicable Regulations.

### **Impact Manager**

A figure established pursuant to Law 208/15 following the acquisition of Stante Logistics Spa's status as a Benefit Corporation, it is entrusted with the task of pursuing the common-benefit purposes set out in the company's articles of association. Among its functions, this figure has the task of:

- a. Ensure the involvement of all corporate functions in the implementation of the plan for the achievement of these goals, as well as its improvement;
- b. Promote transparency of impact results by ensuring their publication on the website through appropriate channels.

### **CSR & Sustainability Function**

To support the governance and implementation of the sustainability strategy, Stante Logistics has equipped itself with a CSR & Sustainability Function characterised by a deliberately multidisciplinary approach and educational/professional background.

## **The Management of Risk**

The corporate processes that oversee Risk Management activities (detection and measurement of business and ESG risks) are coordinated by the corporate governance bodies; this has enabled the Company to map the main types of risks to which it is subject and to implement a series of prevention, management and mitigation tools.

The main risks identified are:

### **Liquidity risks**

Liquidity risk can manifest itself in the difficulty of obtaining financial resources in the time and manner needed to ensure normal business operations. To minimise this, the following main activities are implemented:

1. constant monitoring of forecast financial requirements in order to implement any necessary actions in a timely manner;
2. obtaining adequate credit lines;
3. consistency of net financial debt with investments made;
4. correct division between short-term and medium/long-term debt.

In addition, it is reported that:

- the Company owns financial assets for which there is a liquid market and which are readily saleable to meet liquidity needs;
- there are debt instruments or other credit lines to meet liquidity needs;
- the Company owns financial assets for which there is no liquid market, but from which

- cash flows (principal or interest) are expected to be available to meet liquidity needs;
- the Company holds deposits with credit institutions to meet liquidity needs;
  - there are different sources of funding;
  - there are no significant concentrations of liquidity risk on either the financial assets side or the funding sources side.

### Credit risks

The Company's financial assets are considered to be of good credit quality, despite the continuation of the unfavourable economic situation. The credit balance represents the exposure of Stante Logistics SPA SB to potential losses arising from the nonfulfilment of obligations assumed by the counterparty; this activity is subject to continuous monitoring as part of the normal course of management activities. To date, there have been no significant cases of non-performance by counterparties and there are no significant concentrations of credit risk by area and/or customer.

### Market risks

Market risk arises from trends in demand in the sector in which the company operates, raw material and energy prices, fluctuations in interest rates and exchange rates between the euro and other currencies in which the company operates. This risk consists of the possibility that these exogenous market factors may adversely affect the value of assets, liabilities and/or expected cash flows. With respect to the risk of market demand, the company addresses this risk by constantly monitoring the markets with adequate commercial structures and diversifying the services offered.



# Compliance regulations

GRI 2-16 • GRI 2-22 • GRI 2-26 • GRI 2-27 • GRI 307 • GRI 403-1 • GRI 419

In order to mitigate the negative impacts of the factors associated with the risks outlined above, the Company uses its own system of actors (Board of Directors and other corporate governance bodies, corporate functions, independent external control bodies, rating agencies, etc.) by deploying the following instruments:

- ✔ Code of Conduct;
- ✔ Management and Control Organisational Model 231/01;
- ✔ Whistleblowing Procedure;
- ✔ Anti-corruption management system compliant with ISO 37001:2016;
- ✔ Workplace safety certification compliant with ISO 45001:2018;
- ✔ Environmental certification compliant with ISO 14001:2015;
- ✔ ISO 9001:2015 quality certification;
- ✔ Management system for social responsibility in accordance with PAS24000:2022;
- ✔ Management system for human resources management, diversity and inclusion in accordance with ISO 30415:2021;
- ✔ Gender equality certification in accordance with UNI PDR 125:2022;
- ✔ Agri-food certification in accordance with ISO 22000:2018;
- ✔ Code of Ethics;
- ✔ Code of Conduct for Suppliers.

The company also achieved a legality rating, for which it was awarded 2 stars ++.

**2 stars ++ achieved for the Legality Rating**

# Anti-Corruption and Governance taxation

GRI 205 • GRI 205-2

In the company's operations, it comes into contact with a multiplicity of subjects: stakeholders, managers, employees, creditors and all other subjects whose interests are linked to the life of the company. It therefore becomes essential, when regulating these aspects, to define those practices that constitute corruption risk situations. By means of organisational models adopted by the company and internal/external procedures for mapping these risks, the company puts in place a series of strategies and initiatives to reduce or even completely eliminate cases of corruption. This normally takes place through an analysis of the entire corporate organisational structure and its internal control system, in order to verify its suitability for crime prevention purposes.

Stante Logistics follows international standards for its activities, in particular it has implemented a management system compliant with ISO 37001 on anti-corruption and has adopted a Management and Control Organisational Model compliant with Legislative Decree 231/01.

**Anti-Corruption  
Management System  
Compliant with  
ISO 37001:2016**







# STANTE LOGISTICS

## Intermodal transport services

Discover our road-rail  
sol  
D  
ures from  
nd, the Baltic  
ce versa.



New intermodal  
service connecting  
y-Italy-Poland,  
h-Italy-Poland

## Intermodal connections

and  
t  
nsports  
vices





## People

GRI 3-3





## Stante Logistics' commitment to employees

The status of a Benefit Corporation and the pursuit of common benefit have accelerated Stante Logistics' institutional commitment and advocacy towards broad topics such as carbon neutrality, circular economy, migration and human rights, gender equality and diversity & inclusion.

Having envisaged in the Bylaws the extension of a corporate purpose that does not have profit alone as its objective, but also the higher and nobler objective of common benefit, has helped to 'give form to the substance', that is, to formalise a type of approach that now involves careful planning aimed at the pursuit of specific objectives that are measured through indicators, not only of results, but also of impact.

“

*Our commitment to employees is characterised by a series of initiatives aimed at promoting healthy lifestyles, growth, personal and professional development, support and involvement in building the wellbeing of their community.*

# Employment

GRI 2-7 • GRI 2-29 • GRI 3-3 • GRI 401 • GRI 402 • GRI 403-1 • GRI 403-3 • GRI 403-6  
GRI 403-9 • GRI 405-1 • GRI 405-2 • GRI 406-1 • GRI 408-1 • GRI 409-1 • GRI 412-1

## SDG 8

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 holds ISO 45001:2018 (Workplace Safety) and UNI PDR 125:2022 (Gender Equality) certifications.

There is a policy for regular consultations with key stakeholders, in particular employees.

The company measures employee satisfaction with a regular, periodic survey.

The company has adopted and made public on its website policies and procedures on the issues of fairness, diversity and inclusion (issues covering discrimination based on gender, race, religion, sex or sexual orientation) and the issue of respect for human rights (child, forced or compulsory labour).

Reflecting on our workforce, the total number of Stante Logistics employees is 95, broken down as follows:

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

Middle Managers	2
Employees	40
Internships/Traineeships	2
Consultants/Autonomists	2

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

Middle Managers	4
Employees	36
Workers	3
Internships/Traineeships	3
Consultants/Autonomists	3

The percentage difference of average gross taxable salary per category profession more represented between men and women is 3%.

The percentage of employees belonging to protected categories under Law 68/99 or disadvantaged persons under Law 381/91 and/or underrepresented minorities is 5.26%.

The percentage of total employees by contract type:

Open-ended	80
Fixed-term	20
Part-time	5

The hours worked during the last reporting period (e.g. 1 January - 31 December) by all employees are 116082.

The company with a view to corporate welfare:

- agrees to hourly flexibility/smart working;
- provides incentives for men to share the burden of care (e.g. parental leave);
- awards productivity bonuses.



# Diversity and Inclusion

GRI 2-5 • GRI 405 • GRI 406

SDG 5 • SDG 10

In **2022**, Stante Logistics decided to consolidate its historic position against inequality and decided to take action on its organisational process by implementing an **Integrated Management System for Diversity, Inclusion and Gender Equality** in accordance with **UNI PDR 125:2022** and **ISO 30415:2021**. In **June 2023**, Stante Logistics obtained the **UNI PDR 125:2022 certification for Gender Equality**.

## Gender Equality Certification UNI PDR 125:2022

# Health and Safety

GRI 2-5 • GRI 403 • GRI 403-1 • GRI 403-2 • GRI 403-4 • GRI 403-6

SDG 3

In view of the social role of the company, it is deemed appropriate to provide the following information concerning the health and safety of personnel:

STANTE LOGISTICS SPA SB has implemented an occupational health and safety management system compliant with **ISO 45001:2018 certified since 2012**.

In particular, Stante Logistics SPA SB's commitment to safety should be seen in the context of existing regulatory requirements.

Italian safety legislation (Legislative Decree 81/2008 'Consolidation Act on the protection of health and safety in the workplace' as amended and supplemented) is one of the most stringent in Europe and requires companies to carry out an analytical assessment of health and safety risks for workers. Added to this is the special attention paid to these important issues by company management.

# Health and Safety Certification ISO 45001:2018

In the course of the financial year, there were no deaths at work of personnel entered in the register for which a company liability was definitively established.

During the financial year, there were no serious accidents at work involving serious or very serious injuries to personnel on the register for which the company was definitively found to be responsible.

During the financial year, there were no charges relating to occupational diseases of employees or former employees and mobbing cases for which STANTE LOGISTICS SPA SB was held liable.

## Training

**GRI 2-29 • GRI 308-2 • GRI 403-5 • GRI 403-7 • GRI 404-2 • GRI 412-2 • GRI 414-2**

### SDG 4

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.

There is a programme for appropriate training on the Code of Ethics for employees, consultants and suppliers.

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

- the scope of Privacy (e.g. GDPR);
- the area of health and safety at work;
- predominantly environmental content;
- anti-harassment in the workplace, gender equality, inclusive language, diversity and inclusion;
- the financial sphere.



The training involved Stante Logistics staff for an average of 43 hours per employee. Stante Logistics has committed to the proposal of a double parallel training track:

- Soft skills;
- Hard Skills.

The first macro-area was necessary in order to provide useful tools for teamwork, personal growth and work organisation.

Specifically, specific training was offered on leadership, delegation and accountability for those with high responsibility and people management roles and, by using creative facilitation techniques (e.g. Lego Serious Play), outdoor and professional trainers, more than 80% of the remaining staff were engaged in a process to improve their interpersonal skills, problem solving, teamwork and self-motivation.

The hard skills macro-area, on the other hand, saw staff engaged in department-specific training on topics related to transport and warehouse logistics, in order to increase their technical skills and make their work more efficient and effective. Training on common hard skills, on the other hand, such as the use of computer applications and languages, was offered in several 'waves', seeking to involve as many employees as possible, since they were identified as a common factor for improvement in an international and extremely technologically changing context.







# Environment

GRI 3-3





## Managing Environmental impact

GRI 2-22 • GRI 2-25 • GRI 307

Organisations may be involved in 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 negative effects or further improve positive ones.

Stante Logistics has long had an ISO 14001-compliant Environmental Management System, certified since 2007.

**Environmental  
Management  
Certification  
ISO 14001:2015**

# Energy and Emissions

GRI 302-1 • GRI 302-4 • GRI 305-1 • GRI 305-2 • GRI 305-5

Energy consumption for the company, combined 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 where it is most necessary to intervene for a better rationalisation of resources, with a view to an ever-improving strategy for its efficiency.

The company, which is particularly attentive to environmental and ESG issues, has defined its own goals regarding the improvement of environmental performance and has undertaken to calculate the organisation's scope 1 and scope 2 emissions for the year 2023.

For this calculation, the company engaged external specialists and entrusted the work to **Carbodel - Consulting for Sustainability** (<https://www.carbodel.it/>).

The objective is to share the results of Stante Logistics' corporate carbon footprint calculation, quantifying, analysing and reporting the organisation's greenhouse gas (GHG) emissions in a clear, detailed and transparent manner, in full compliance with international best practices and reference standards. The correct and systematic quantification and reporting of GHG emissions allows for a regular management of environmental impacts, associating them with specific activities performed, and to establish appropriate environmental objectives and targets.

Through these processes, Stante Logistics will be able to detect any anomalies related to the identification, quantification, and removal of GHG emissions and implement improvement planning accordingly.



**The calculation of the organisation's Carbon Footprint was performed according to the guidelines of the GHG Protocol Corporate Accounting and Reporting Standard.**

The GHG protocol is a global framework standard used for accounting and reporting greenhouse gas (GHG) emissions. This standard provides guidelines for organisations and entities that want to measure and report their GHG emissions, with the aim of facilitating broader sustainability goals.

The calculation methodology used for the quantification of GHG emissions, measured in tonnes of CO2 equivalent (CO2eq), is based on the multiplication of GHG source activity data by appropriately selected emission factors (EFs), by the respective Global Warming Potential (GWP) according to the following mathematical formula:

$$\text{GHG emission} = \text{Activity data} \times \text{EF} \times \text{GWP}$$

The calculation refers specifically to climate gas emissions over which Stante Logistics exercises complete financial and/or operational control (Scope 1 and Scope 2).

This report covers the period between 1 January 2023 and 31 December 2023.



# 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 34 tonnes.

The company, in its locations, differentiates:

- computer equipment;
- plastic;
- paper.









# Sustainable Supply chain

GRI 2-27 • GRI 2-29 • GRI 3-3  
GRI 204 • GRI 204-1 • GRI 308-1  
GRI 412-1 • GRI 414-1 • GRI 419





## Intermodal Services

SDG 9 • SDG 13

Respect for the environment has always been a focal point for Stante Logistics, which is why we continually invest in intermodal road-rail and road-sea transport, a solution that provides significant efficiency and eco-sustainability advantages: reduced costs, increased safety thanks to satellite monitoring, and significantly reduced CO<sub>2</sub> emissions.

From 2014 until today we have strengthened strategic networking, implementing direct Road-Railways connections between Italy and Poland and vice versa, in particular we operate in Italy through the terminals of Orbassano (TO), Manoppello (PE), Nola (NA) and in Europe with the terminals of Slawkow (PL) and Dabrova (PL).

Our company offers its customers a complete range of transport and integrated logistics services, relying on its points of excellence, such as a wealth of knowledge, experience and specific skills; the widespread presence on international markets through a dense network of renowned and qualified correspondents; the use of advanced technologies for the optimisation of distribution processes and the punctual monitoring of every single phase of operational and administrative work.

Always attentive to and respectful of the environment, in recent years we have intensified the use of intermodal road/rail and road/sea transport; a choice stemming from an ever-increasing sensitivity towards sustainable development, but also from the desire to offer increasingly innovative and cutting-edge services in line with market requirements.

Our strategy, focused on customer service and the constant search for innovative and competitive logistics solutions, has enabled us to respond adequately and punctually to

increasingly pressing and diverse market demands, thus confirming the competitiveness of our offer and the solidity of our brand.



## The Railway Network



		Departure Terminal PL	Departure Day terminal PL	Type of UTL	Train Cut Off Hour	Departure Hour	Arrival Terminal IT	Arrival Day terminal IT	Arrival Hour
SOUTH ITALY TRAINS									
I M P O R T	Line Tirrenic	Dabrowa Gornicza	Monday	C45	12:00	15:00	Maddaloni	Wednesday	10:00
	Line Tirrenic	Dabrowa Gornicza	Wednesday	C45	12:00	15:00	Maddaloni	Friday	14:00
	Line Tirrenic	Dabrowa Gornicza	Saturday	C45	00:00	07:00	Maddaloni	Monday	10:00
	Line Adriatic	Slawkow	Monday	C45 + C78	13:30	16:30	Manoppello	Wednesday	16:00
	Line Adriatic	Slawkow	Wednesday	C45 + C78	13:30	16:30	Manoppello	Friday	16:00
	Line Adriatic	Slawkow	Thursday	C45 + C78	13:30	16:30	Manoppello	Saturday	16:00
	Line Adriatic	Slawkow	Saturday	C45 + C78	13:30	16:30	Manoppello	Monday	16:00
	Line Adriatic	Slawkow	Sunday	C45 + C78	13:30	16:30	Manoppello	Tuesday	16:00
NORTH ITALY TRAINS									
	Line Piemonte	Slawkow	Tuesday	C45	07:00	10:00	Orbasano	Thursday	08:00
	Line Piemonte	Slawkow	Friday	C45	07:00	10:00	Orbasano	Monday	08:00
		Departure Terminal IT	Departure Day terminal IT	Type of UTL	Train Cut Off Hour	Departure Hour	Arrival Terminal PL	Arrival Day terminal PL	Arrival Hour
SOUTH ITALY TRAINS									
E X P O R T	Line Tirrenic	Maddaloni	Monday	C45	16:00	18:00	Dabrowa Gornicza	Wednesday	16:00
	Line Tirrenic	Maddaloni	Wednesday	C45	16:00	18:00	Dabrowa Gornicza	Friday	16:00
	Line Tirrenic	Maddaloni	Saturday	C45	16:00	18:00	Dabrowa Gornicza	Monday	16:00
	Line Adriatic	Manoppello	Monday	C45 + C78	08:00	10:00	Slawkow	Wednesday	08:00
	Line Adriatic	Manoppello	Tuesday	C45 + C78	10:00	15:00	Slawkow	Thursday	12:00
	Line Adriatic	Manoppello	Thursday	C45 + C78	18:00 (D-1)	10:00	Slawkow	Saturday	08:00
	Line Adriatic	Manoppello	Friday	C45 + C78	18:00 (D-1)	10:00	Slawkow	Sunday	08:00
	Line Adriatic	Manoppello	Sunday	C45 + C78	12:00 (D-1)	10:00	Slawkow	Tuesday	08:00
NORTH ITALY TRAINS									
	Line Piemonte	Orbasano	Tuesday	C45	18:00	21:00	Slawkow	Thursday	14:00
	Line Piemonte	Orbasano	Friday	C45	18:00	21:00	Slawkow	Sunday	14:00

10 weekly circulations Italy-Poland and vv

# Our Swap Bodies



Swap Bodies type C45 TILT Maximum Capacity 90m <sup>3</sup>	
External dimensions	Internal dimensions
Length mt. 13,71	Length mt. 13,56
Width mt. 2,55	Width mt. 2,48
Height mt. 2,90	Height mt. 2,66
Swap Bodies type C45 BOX Maximum Capacity 90m <sup>3</sup>	
External dimensions	Internal dimensions
Length mt. 13,71	Length mt. 13,55
Width mt. 2,46	Width mt. 2,44
Height mt. 2,93	Height mt. 2,69
Swap Bodies type C78 TILT Maximum Capacity 100m <sup>3</sup>	
External dimensions	Internal dimensions
Length mt. 13,71	Length mt. 13,55
Width mt. 2,55	Width mt. 2,48
Height mt. 3,235	Height mt. 3,00

Stante Logistics is the owner of 734 swap bodies, both tippers and dumpers:

- C45 maximum capacity 90 m<sup>3</sup>
- C78 maximum capacity 100 m<sup>3</sup>.

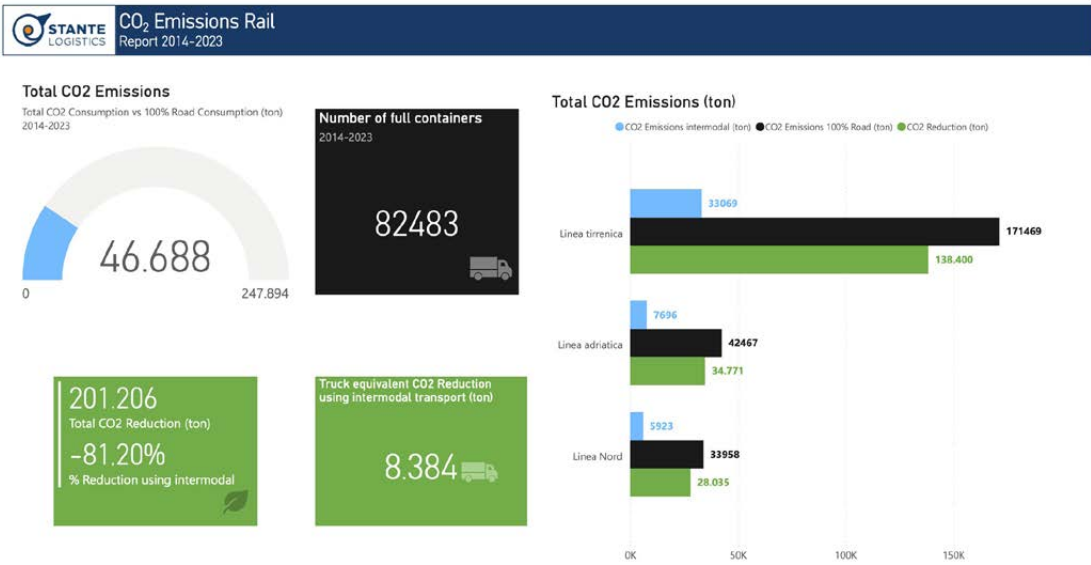
The procurement of swap bodies began in 2014. In the following years, due to the growth in demand for the intermodal service, the company decided to invest in the purchase of the latest generation of swap bodies, the last one taking place in the year 2022 for a total number of 324 units of different models. All swap bodies are equipped with **GPS** to improve customer service, transparency and security in transport and logistics operations.

**Stante Logistics owns 734 swap bodies**

# Environment, Sustainability and Innovation

We believe in intermodal road-rail services as the most competitive transport solution that guarantees greater efficiency and, at the same time, **less environmental impact**.

In 2014 we were the first in Italy to use intermodal road/rail transport to directly connect Southern Italy with Eastern European countries. And we continued our efforts to **reduce emissions** by extending intermodal transport to connect Eastern Europe from Northern Italy as well. All our efforts and investments are projected towards the future, and thus towards **innovation**: innovation of processes, of service, internal management and, increasingly, sustainable innovation. We adopt state-of-the-art technology and dynamic satellite monitoring to optimise the supply and distribution chain for an increasingly punctual, efficient and controlled service.



In 10 years of intermodal transport we have saved **201.206 tons of CO<sub>2</sub>eq**

**Source for CO<sub>2</sub> emission calculation:** EcoTransIT World compares the energy consumption, CO<sub>2</sub> and exhaust air emissions of planes, cars, trains and trucks. The methodology behind the calculations is sound and scientific, takes a life-cycle approach to energy and is approved by the European Environment Agency. Powered by the most accurate data available for all modes of transport, EcoTransIT World was developed in cooperation with ifeu (the German Institute for Environment and Energy) and the technical providers of European routing systems and software, Hacon and IVE mbH. These data include railway data from the new UIC Energy and CO<sub>2</sub> database. EcoTransIT World does not only calculate the energy or fuel needed to run the train, car or plane. The calculations include emissions from cumulative energy consumption, including the energy used to produce the electricity or fuel, using a 'well-to-wheel' approach. The EcoTransIT World tool was originally developed by a consortium of five European railways: FS, SNCF, SBB, DB and Green Cargo.

## Sea and Air Services Representation Headquarters in Turkey

In 2023, we have also embarked on a process of expansion in Turkey with the activation - in the year 2024 - of a representative office in Istanbul, which allows us to preside over the market and develop intermodal connections.

The interchange with Turkey takes place with combined road - short sea transport, RORO [road semi-trailers transported by Roll on - Roll off ships] and intermodal sea - rail services where international routes permit.

Connecting the Weights with increasingly efficient solutions allows us to compete in international markets and offer a design that is attentive to customer needs and compliant with market developments.



## Supply Chain Sustainability and Supplier Code of Conduct

Supply chain sustainability plays a key role in Stante Logistics' shared value creation process. Stante Logistics as a **Global Logistics Provider** regularly submits their suppliers to a rigorous accreditation process.

Also with regard to the purchase of consumer goods, the company tends to buy only from suppliers previously accredited for their sustainability policy. Sustainable management of supply chains is a challenge that passes necessarily from the definition of shared objectives: in this sense, networking opportunities between companies are important

nodes of exchange within the business network and contribute to the formation of a plural perspective on sustainable development issues applied to the supply chain. Stante Logistics has always been committed to involving its supply chain not only commercially, but also through the provision of its code of conduct and sustainability policies. The supplier register is constantly updated and lists all the players in the supply chain. The documentary qualification procedure, the outcome of which was positive for all suppliers with whom relations had been maintained in previous years, is still valid.









# Relations with the Community

GRI 3-3





## Community Involvement

GRI 2-29 • GRI 203-1 • GRI 418

Being good at your job is no longer enough, you need to go further and communicate outside your company the opportunities and information you have gained that can potentially help others live a happier life in a better world.

Sharing, information, prevention, and satisfaction are fundamental concepts for Stante Logistics, which translates its thinking into a series of activities seeking synergies and collaborations, especially with realities of the territory and the community in which the company is inserted, so that together, its voice can reach further.

**Sharing,  
information,  
prevention,  
satisfaction**

## Solidarity Partnership

We support the association **GV3 - A Gonfie Vele Verso la Vita**, a non-profit association of social promotion belonging to the Unione Italiana Vela Solidale. One of its main aims is to take the most fragile groups of our society to sea.

We support **FAI - Fondo Ambiente Italiano**, through the **Corporate Golden Donor** programme, creating a partnership to enhance and maintain Italy's beauty.

Vicini al FAI,  
vogliamo  
un'Italia  
più tutelata  
e più bella.

**STANTE**  
LOGISTICS

**FAI**  
CORPORATE  
GOLDEN  
DONOR

## The Stante Logistics Garden

In the last five years, Salento has experienced the devastation caused by Xylella, which has destroyed more than 21 million **olive trees, the main source of CO<sub>2</sub> compensation** and a symbol of strength and sustainability for thousands of farmers.

The olive tree is one of the plants with the highest CO<sub>2</sub> subtraction capacity from the atmosphere: each hectare of olive tree subtracts 9.5 tonnes of CO<sub>2</sub> from the atmosphere each year. That is approximately 730 kg of CO<sub>2</sub> per year per olive tree.

Thanks to the collaboration **with Olivami Onlus**, which is dedicated to the reforestation of this land, we created a **Stante Logistics Garden** with **135 trees**, thus supporting small businesses and contributing to the local economy.



# Goals 2024



## People

- Obtain PAS 24000:2022 Certification for Social Responsibility.



## Environment

- Offsetting Scope 1 and 2 emissions in 2023.
- Carry out the calculation of Scope 1 and 2 emissions, integrating Scope 3 emissions into total reporting.
- Adapt the environmental policy to the ISO 14001:2015 standard by including the company's responsibilities and the amount of greenhouse gases not released into the atmosphere.
- Define Reduction Targets.



## Sustainable supply chain

- Improving dialogue with all suppliers by including environmental termination clauses in contracts, sending ESG questionnaires and keeping a KPI system up-to-date in order to achieve an increasingly high level of supply chain sustainability.



## Governance

- Obtaining certification to ISO 37001:2016 for our Anti-Corruption Management System.

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