

SUSTAINABLE DEVELOPMENT GOALS

OUR GLOBAL GOALS APPROACH



Driving Excellence, Delivering Sustainability

At Campagnolo Trasporti, our passion for excellence has been at the heart of everything we do over 50 years. As part of our long-term mission, we have embraced the principles of the United Nations 2030 Agenda for Sustainable Development.

We recognize the importance of aligning our operations with global sustainability goals and understand that real change starts

To this end, we conducted a comprehensive analysis of our business model and operational practices to evaluate our current impact and identify strategic opportunities to contribute positively to the 17 Sustainable Development Goals (SDGs) and 169 specific targets.

This assessment led us to identify four SDGs where our company can make a tangible and lasting difference. At Campagnolo Trasporti, we firmly believe in the power of collaboration to drive sustainable progress.

MOVING GOODS, MOVING CHANGE



OUR PRIORITY GOALS

5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



GOALS THAT GUIDE OUR
FUTURE SUSTAINABILITY
PROGRAMS

12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



OUR PRIORITY GOALS

SDG 5 Gender Equality

TARGETS

5.5

Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

5.a

Undertake reforms to give women equal rights to economic resources, as well as access to ownership and control over land and other forms of property, financial services, inheritance and natural resources, in accordance with national laws



CAMPAGNOLO ACTIONS

A salary equality policy is implemented through a comprehensive global Equal Pay strategy, with a firm commitment to eliminating all gender-based pay disparities.

Additionally, we publish annual reports with gender-disaggregated data to ensure transparency and provide a comprehensive overview of the results from initiatives focused on advancing women's financial independence.

Campagnolo Trasporti is committed to fully *valuing the female workforce*, which makes up the majority of our staff.

We ensure equal career, salary, and technical training opportunities for women and girls in every department. Our approach includes internal mentorship programs and flexible leaves of absence to *support women's empowerment throughout the supply chain.*



OUR PRIORITY GOALS

SDG 8 Decent Work and Economic Growth

TARGETS

8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

8.6 By 2020, substantially reduce the proportion of youth not in employment, education or training.

8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

CAMPAGNOLO ACTIONS

As a transport company with a strong youth presence, *we actively support the engagement and employment of young people* in the sector through targeted and specialized training programs, with the aim of enhancing emerging skills and promoting sustainable professional growth.

We adopt non-discriminatory hiring policies, ensuring *equal opportunities for women, young people, and persons with disabilities*. We provide safe and respectful working conditions, promoting well-being and work-life balance *through flexibility and active listening*. Accessibility and inclusion are core values for us, supported by concrete actions.

We are committed to protecting workers' rights and ensuring safe, inclusive, and respectful working environments for all, with particular attention to migrant workers, women, and those in precarious employment. *We apply regular and transparent contracts, promote safety through training and appropriate equipment, and implement concrete measures to prevent all forms of discrimination or exploitation.*



OUR PRIORITY GOALS

SDG 12 Responsible Consumption and Production

TARGETS:

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



CAMPAGNOLO ACTIONS

Campagnolo Trasporti Srl is committed on a daily basis to the proper recycling of supply materials. Additionally, *the entire company is powered by solar panels, which provide energy for both the offices and the refrigerated storage units.* The warehouse itself was built entirely to meet Class A energy efficiency standards.

