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# 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 mision, we have embraced the principles of the United Nations 2030 Agenda for Sustinable Development.

We ricognize the importance of algning our operations with global sustainability goals and understand that real change start

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.



### **OUR PRIORITY GOALS**

### SDG 5 Gender Equality

### **TARGETS**

5.5

5.a

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

Unndertake 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.

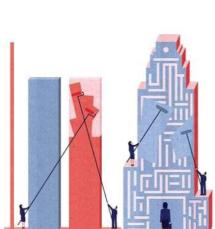
Additionally, we publish annual reports with gender-disaggregated data to ensure transparency and provide a comprehensive overview of the results from initiatives focused on advancing women's financial independence.

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.

### 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.

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



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.

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

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 Consumptioon and Production

### **TARGETS:**

12.5 By 2030, substantially reduce waste gemeration 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.



