



WORLD CARGO S.R.L. has been a leading player in the shipping and logistics sector since 1991. Over the years, the company has moved from simple freight transport to a more ambitious goal: full customer satisfaction.

It stands out for its flexibility, expertise and a constant commitment to finding the best solutions. WORLD CARGO S.R.L. adapts quickly, optimizes routes and allocates resources according to the needs of its customers - because logistics is not just transport, but strategy.

It is a lean and dynamic company, able to offer personalized service and 24/7 availability, with the know-how and global network typical of a large organization. It is part of several logistics networks, both for general transport and for specialized sectors, which allows it to operate all over the world with partners who are experts in their field. Wherever the goods need to go, WORLD CARGO S.R.L. has the right skills and people to meet every need.

The path to Gender Equality

WORLD CARGO S.R.L. has adopted a Gender Equality Management System (SGPG) compliant with UNI/PdR 125:2022, as an organizational tool aimed at ensuring equal opportunities, equity and inclusion at every stage of the employment relationship.

Gender equality represents a concrete and continuous commitment for the company, oriented not only towards regulatory compliance but also towards the construction of a professional environment based on meritocracy, respect and enhancement of differences.

Obtaining certification is the beginning of a structured path of continuous improvement, supported by measurable objectives and periodic monitoring of the indicators provided for by practice.

Inspiring principles

The Gender Equality Policy is based on the following principles:

- impartiality and inclusiveness in decision-making processes;
- transparency and fairness in the management of human resources;
- enhancement of skills and merit;
- protection of the dignity of the person;
- combating all forms of discrimination, harassment or violence.

WORLD CARGO S.R.L. operates in line with the national regulatory framework and with the European guidelines on gender equality.

The commitment of the Management

The Management integrates the principles of equity and inclusion into the corporate strategy and organizational processes, taking an active role in defining and monitoring improvement objectives.

In line with the six areas of UNI/PdR 125:2022, the company directs its commitment towards:

- the promotion of an inclusive and conscious corporate culture;
- structured governance through the Steering Committee for Gender Equality;
- HR processes based on objective and non-discriminatory criteria;
- the monitoring of growth opportunities and the presence of gender in roles of responsibility;



- the verification of pay equity and reward systems;
- the protection of parenthood and the promotion of work-life balance.

Specific policies for Gender Equality

WORLD CARGO S.R.L. it declines its commitments through operational policies consistent with the Strategic Plan for Gender Equality.

In **the selection and hiring**, WORLD CARGO S.R.L. guarantees objective, transparent evaluation criteria based exclusively on skills, experience and professional requirements required for the role. The company adopts inclusive communication methods and neutral language in job advertisements, ensuring equal opportunities for access to open positions.

Where possible, the selection processes involve a mixed evaluation team, in order to foster plurality of perspectives and reduce the risk of unconscious bias.

In **career management**, it promotes growth paths based on skills, performance and potential, monitoring any imbalances in gender distribution.

In the field of **pay equity**, it carries out periodic checks to prevent and correct any unjustified pay gaps.

As far as **parenting and care are concerned**, it protects the rights provided for by the legislation and promotes professional return in conditions of equal opportunities.

In the field of **work-life balance**, it promotes flexible organizational methods compatible with the company's activity, such as smart working and flexible hours.

With regard to the **prevention of harassment and abuse**, it adopts a zero-tolerance approach, ensuring confidential reporting channels and appropriate intervention measures.

Monitoring and dissemination

The Policy is subject to periodic review by the Management and the Steering Committee, through the analysis of the KPIs provided for by UNI/PdR 125:2022 and the definition of any corrective actions.

This Policy is communicated to all personnel, shared with interested parties and published on the corporate website.

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President

ROBERTO COLUCCI

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