



CORPORATE GENDER EQUALITY POLICY

**Management System developed in
accordance with UNI/PdR 125:2022**

Dear Colleagues,

Over the years, our Company has grown thanks to the professionalism, expertise, and sense of responsibility demonstrated by the people who, every day, contribute to the achievement of our corporate objectives through their commitment and dedication. Operating in the liquid chemical transportation sector means facing complex challenges on a daily basis, requiring the highest standards of quality, safety, reliability, and responsibility towards our customers, the environment, and the communities in which we operate. None of these objectives could be achieved without the commitment, competence, and dedication of the people who are part of our organization.

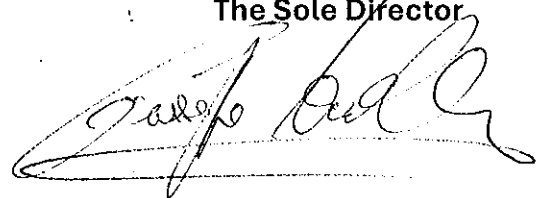
For this reason, we believe that respect for individual dignity, recognition of talent, fairness, inclusion, and equal opportunities are fundamental values of our corporate culture and essential pillars for ensuring sustainable and responsible business growth. The adoption of our Gender Equality Management System, developed in accordance with UNI/PdR 125:2022, is not merely a compliance exercise or a means of obtaining certification. Rather, it represents the natural evolution of a corporate culture already founded on principles of respect, responsibility, and continuous improvement, fully integrated with the Company's Integrated Management System.

We firmly believe that every individual should have the opportunity to express their full professional potential within a respectful, inclusive, and discrimination-free working environment, where opportunities for growth and career development are determined solely by competence, merit, commitment, and demonstrated responsibility. We are fully aware that the logistics and transportation sector has traditionally been characterized by a limited female presence in several operational roles. For this reason, we are committed to contributing, with determination and responsibility, to the development of a corporate culture that values every professional, creating working conditions that enable everyone to fully realize their potential. Our membership in Women in Logistics reflects our commitment to actively promoting an inclusive culture, sharing best practices across the logistics sector, and supporting organizational models based on equal opportunities and diversity.

I firmly believe that the true quality of a company is measured not only by its economic performance, but also by its ability to create a workplace where people can work with confidence, feel respected, develop professionally, and contribute their talent to the Company's long-term success. I therefore invite all employees, managers, collaborators, and business partners to embrace the principles set out in this Policy and to actively contribute, each within their respective roles and responsibilities, to building a corporate culture founded on respect, inclusion, responsibility, and continuous improvement.

Management is fully committed to ensuring that these principles are effectively integrated into corporate decisions, organizational processes, and everyday behaviours, firmly believing that people are the Company's greatest asset and the driving force behind its future growth and long-term success.

The Sole Director



Naples, 4 May 2026

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1. Management commitment statement

The Management of Chemical Express S.r.l., a company specialized in the transportation of liquid chemical products, recognizes that the success and sustainable growth of the Organization depend, even before technologies, vehicles, and infrastructures, on the people who, every day, contribute to the achievement of corporate objectives through their competence, responsibility, and professionalism.

Operating in a highly regulated sector characterized by demanding safety standards requires not only technical and organizational excellence, but also a corporate culture based on respect for individuals, the enhancement of professional skills, social responsibility, and the promotion of a working environment capable of ensuring equal opportunities for all people involved in the Organization.

The Organization firmly believes that the quality of the services provided, environmental protection, employees' health and safety, road safety, customer satisfaction, and business sustainability are objectives closely connected with people's well-being and with the Company's ability to create an inclusive, respectful working environment free from any form of discrimination.

This Policy therefore represents the concrete expression of Management's commitment to integrating gender equality principles into the Company's strategy, promoting an organizational model based on fairness, merit, inclusion, and the enhancement of diversity as a distinctive element of its corporate culture.

The adoption of the Gender Equality Management System developed in accordance with UNI/PdR 125:2022 represents the natural evolution of the Company's Integrated Management System, already implemented according to the international standards ISO 9001, ISO 14001, ISO 45001, ISO 39001, and SQAS, strengthening a continuous improvement path aimed not only at operational excellence but also at social responsibility and organizational sustainability.

Management considers the promotion of gender equality not as a mere regulatory or certification requirement, but as a strategic investment capable of generating long-term value, improving the corporate climate, fostering innovation, strengthening employees' sense of belonging, and contributing to the Organization's competitive development.

2. Corporate identity

The Organization operates in the liquid chemical transportation sector, carrying out activities characterized by high levels of specialization, professionalism, and responsibility. Every company process is developed according to principles of quality, safety, environmental protection, risk prevention, road safety, and customer satisfaction. These principles represent the foundation of the Integrated Management System adopted by the Company.

Within this context, people represent the Organization's most valuable asset.

Technical expertise, professional experience, reliability, sense of responsibility, and the ability to work as a team are the key elements that enable the Organization to ensure high-quality standards and maintain relationships based on trust with customers, suppliers, institutions, and local communities.

The Company considers respect for individuals an essential value of its organizational culture and recognizes that valuing individual differences is a key factor in promoting professional growth, continuous improvement, and the Organization's ability to successfully face future challenges.

For these reasons, the Organization promotes a working environment in which every person can freely express their professional potential, contributing to business development on the basis of their skills, abilities, and merit, without any distinction based on gender, age, background, nationality, personal beliefs, family circumstances, or any other individual characteristics. The Organization recognizes the contribution of female professionals both in managerial and support functions and in operational activities, including roles traditionally characterized by lower female representation, promoting conditions that enable every individual to fully express their professional potential.

3. Our vision

Management firmly believes that the value of a modern company cannot be measured solely through economic results or operational performance indicators. A sustainable organization is first and foremost a community of people who share common values, objectives, responsibilities, and a strong sense of belonging. The ability to attract, develop, and retain talent represents one of the main competitive factors today and is a fundamental element in ensuring business continuity, innovation, and sustainable growth.

For this reason, the Organization considers diversity as a valuable asset made up of experiences, skills, and different perspectives, capable of generating added value in decision-making processes, fostering innovation, and improving the quality of strategic decisions.

Inclusion is not merely an ethical principle, but a true organizational factor capable of strengthening collaboration among people, enhancing workplace well-being, encouraging open dialogue, and improving the Company's ability to effectively respond to the needs of its customers and other stakeholders. In a sector traditionally characterized by a significant male predominance, such as transportation and logistics, the Organization intends to make a concrete contribution to promoting a culture based on the recognition and enhancement of skills, facilitating access to professional opportunities without any gender discrimination and fostering an organizational culture founded on mutual respect.

The Company's membership in Women in Logistics demonstrates its commitment to actively contributing to the dissemination of best practices aimed at promoting female participation in the logistics and transportation sector, encouraging dialogue and exchange with other business organizations and supporting the development of increasingly inclusive and sustainable organizational models.

4. Our values

This Policy is based on a set of values that guide every business decision and shape the behaviour of all people working within the Organization.

- People at the Centre

Every person represents a unique asset of knowledge, skills, experience, and capabilities. The Organization recognizes the value of each individual and promotes a working environment where every employee can feel respected, listened to, and valued. Respect for individual dignity is an essential principle that guides every business decision.

- **Merit**

Decisions regarding recruitment, professional development, training, organizational growth, and the assignment of responsibilities are made based on skills, professional capabilities, acquired experience, performance, and the contribution provided to the Organization. The Company considers merit as the primary criterion for recognizing and enhancing people's value.

- **Inclusion**

The Organization promotes a corporate culture open to diversity, encouraging dialogue, collaboration, and mutual respect. Every difference represents an opportunity for growth and enrichment of the Company's professional capabilities and knowledge base.

- **Responsibility**

Every individual is called upon to contribute to building a working environment based on fairness, mutual respect, collaboration, and individual responsibility. The promotion of gender equality is considered a shared responsibility among Management, leaders, and employees.

- **Integrity**

The Organization conducts all its activities according to the principles of fairness, transparency, impartiality, and compliance with applicable laws and regulations. Any discriminatory, offensive, or behaviour that undermines the dignity of individuals is considered incompatible with the Company's values.

5. Gender equality principles

Consistently with its Vision and Values, the Organization adopts the following principles as fundamental elements of its Integrated Management System. Personnel selection is carried out exclusively on the basis of the skills and competencies required for the role, ensuring equal opportunities for all candidates. Professional development and career paths are defined according to objective, transparent, and merit-based criteria, ensuring that every individual has equal opportunities for growth.

Access to training is recognized as a right for all employees and represents one of the main tools through which the Organization develops skills, promotes innovation, and supports professional growth. The Organization promotes fair and equitable remuneration practices, in compliance with the principles of impartiality, transparency, and recognition of competencies. Particular attention is dedicated to the protection of maternity, paternity, and parenthood, promoting, where compatible with organizational and operational requirements, measures aimed at supporting work-life balance.

The Company also promotes organizational well-being through welfare initiatives, health protection programs, flexible working arrangements applicable to compatible roles, and supplementary healthcare services, recognizing that these measures contribute significantly to improving people's quality of life and organizational performance. Finally, Management reaffirms its commitment to a zero-tolerance approach towards any form of discrimination, harassment, violence, intimidation, or abuse, ensuring the availability of effective tools for the prevention, reporting, and management of any behaviour inconsistent with the Company's values.

6. Management commitments

The Management of Chemical Express S.r.l. considers Gender Equality an integral element of its development strategy and governance model. The promotion of a fair, inclusive, and diversity-oriented working environment represents a conscious management choice aimed at supporting the sustainable growth of the Organization, people's well-being, business competitiveness, and the creation of value for all stakeholders. For this reason, Management takes an active role in ensuring that the principles expressed in this Policy are effectively implemented within the Company's processes, providing the necessary resources, organizational tools, and continuous monitoring of the results achieved.

In particular, Management is committed to:

- integrating Gender Equality objectives into the Organization's strategic planning;
- ensuring that every decision related to human resources is made on the basis of objective, transparent, and documented criteria;
- ensuring the availability of the economic, organizational, and professional resources required to maintain and improve the Gender Equality Management System within the Integrated Management System;
- promoting a corporate culture based on respect for individuals, enhancement of skills, and individual responsibility;
- supporting the continuous improvement of the System's performance through the definition of measurable objectives, KPI monitoring, and periodic review of results;
- encouraging the active participation of all employees in the improvement process by promoting dialogue, exchange of views, and sharing of experiences.

Management also recognizes that achieving Gender Equality objectives requires the involvement of all organizational levels and therefore promotes a widespread leadership approach based on leading by example, empowerment, accountability, and the enhancement of people's value.

7. People at the heart of the organization

People represent the Organization's most valuable asset.

Every company activity, from operational processes to support functions, derives its effectiveness from the skills, experience, motivation, and sense of responsibility of the people who, every day, contribute to achieving the Company's objectives. For this reason, the Organization promotes a working environment based on mutual trust, dialogue, collaboration, and respect for individual dignity.

The Company is committed to creating organizational conditions that enable every employee to fully express their professional potential, encouraging the development of skills, the assumption of responsibilities, and the enhancement of individual capabilities. Every person must be able to perform their activities within a context characterized by fairness, active listening, transparency, and mutual respect, where professional contribution is recognized exclusively on the basis of merit and competencies.

The Organization also promotes the active involvement of employees in business improvement processes, recognizing the value of constructive dialogue, the exchange of experiences, and collaboration among all company functions.

8. Equal opportunities in human resources management processes

The Organization ensures that the entire human resources management cycle is based on the principles of impartiality, transparency, and equal opportunities. Recruitment and personnel selection activities are carried out on the basis of the skills and competencies required for each role, preventing any form of direct or indirect discrimination. Processes related to onboarding, training, performance evaluation, professional development, assignment of responsibilities, and career progression are based on objective, documented criteria consistent with organizational needs.

Particular attention is dedicated to enhancing female competencies, including within operational and technical areas that have historically been characterized by lower female representation. The Organization believes that the diversity of professional paths and experiences represents a valuable enrichment of the Company's knowledge and competence base, contributing to greater innovation capability and improved adaptability to changes in the competitive environment.

9. Training, competence development and leadership

Training represents one of the fundamental tools through which the Organization develops its human capital. The Company ensures equal opportunities in access to training activities, promoting professional updating, the development of technical, managerial, and behavioural skills, and the growth of a culture based on safety, quality, sustainability, and Gender Equality.

Training also represents an essential tool for preventing stereotypes, discriminatory behaviours, and unconscious biases, contributing to the dissemination of an organizational culture founded on mutual respect and inclusion. The Organization promotes professional development paths aimed at strengthening skills and leadership capabilities, enhancing individual potential, and supporting the preparation of future leaders and positions of responsibility.

10. Organizational well-being, welfare and work-life balance

The Organization considers people's well-being a fundamental element for ensuring quality of work, motivation, safety, and operational continuity. For this reason, the Company promotes corporate welfare initiatives aimed at supporting the physical, psychological, and social well-being of its employees, recognizing that the quality of the working environment represents a key factor for the sustainable development of the business.

Consistently with organizational requirements and the characteristics of different roles, the Company promotes organizational flexibility measures that enable a better balance between professional and personal life. The measures adopted include, where applicable, the performance of work activities through flexible working arrangements (smart working), access to supplementary healthcare services, and additional welfare initiatives that the Organization may develop over time based on employees' needs and organizational opportunities.

Management also recognizes the value of maternity, paternity, and shared parenthood, committing to supporting the continuity of professional relationships, reintegration into the workplace, and the enhancement of skills following periods of absence related to family care responsibilities.

11. The value of diversity in the logistics sector

The transportation and logistics sector has historically been characterized by a significant predominance of male employees, particularly in operational activities. The Organization considers this context not as a limitation, but as an opportunity to contribute to the cultural evolution of the sector by promoting organizational models based on inclusion, respect, and the enhancement of professional skills.

The Company recognizes the professional contribution of women across all business functions, including operational, technical, and heavy vehicle driving roles, promoting conditions that enable every individual to fully express their professional potential. The presence of diverse professional backgrounds and experiences represents an important enrichment of the Company's knowledge and competence base and contributes to the growth of the Organization, the quality of decision-making processes, and the innovation of operational activities.

12. Commitment to the sector and stakeholders

The Company's membership in Women in Logistics represents an important demonstration of its commitment to promoting a Gender Equality culture within the logistics and transportation sector.

Through this participation, the Company aims to contribute to the dissemination of best practices, encourage dialogue and exchange with other organizations, and support initiatives aimed at enhancing female skills and fostering the cultural development of the sector. The Company also promotes relationships based on the principles of fairness, transparency, and mutual respect with customers, suppliers, consultants, business partners, institutions, and local communities, encouraging the adoption of behaviours consistent with the values expressed in this Policy. Management firmly believes that the promotion of Gender Equality represents a shared value throughout the entire value chain and constitutes a distinctive element of corporate social responsibility.

13. Governance of the gender equality management system

Management has established a Gender Equality Management System developed in accordance with UNI/PdR 125:2022, integrated with the Company's existing Integrated Management System adopted for Quality, Environment, Occupational Health and Safety, Road Safety, and the SQAS standard. The Management System represents the framework through which the Company plans, develops, monitors, and improves its gender equality performance, ensuring a systematic, measurable, and continuous improvement-oriented approach.

Management ensures that roles, responsibilities, competencies, and authorities are clearly defined and communicated within the Company, so that every organizational function can contribute to the achievement of Gender Equality objectives. To ensure the effective implementation of this Policy, the Company establishes the Gender Equality Steering Committee as the body responsible for supporting Management in the implementation of strategies, monitoring of activities, and promotion of an inclusive culture within the Organization. The Steering Committee operates according to the principles of impartiality, collaboration, and accountability, encouraging the involvement of different organizational functions and promoting continuous dialogue on achieved results and improvement opportunities.

14. Strategic planning and objectives

Management defines the strategic objectives related to Gender Equality on an annual basis, ensuring that they are consistent with this Policy, the organizational context, business requirements, and the expectations of stakeholders. Objectives are established based on the analysis of corporate data, the evolution of the internal and external context, the results achieved in previous years, and the improvement opportunities identified.

For each objective, the following elements are defined:

- expected results;
- actions to be implemented;
- responsibilities;
- required resources;
- implementation timelines;
- monitoring indicators.

The Company considers strategic planning an essential tool for transforming the commitments expressed in this Policy into concrete, measurable, and verifiable results over time.

15. Performance monitoring

The achievement of objectives is verified through a structured monitoring system based on the performance indicators (KPIs) required by UNI/PdR 125:2022 and on any additional indicators considered significant by the Organization.

Monitoring activities specifically concern:

- corporate culture and the dissemination of Gender Equality principles;
- the governance of the System;
- human resources management processes;
- professional growth opportunities;
- pay equity;
- policies supporting parenthood protection and work-life balance.

The periodic analysis of results enables Management to assess the effectiveness of the actions implemented, identify any deviations from the established objectives, and define further improvement initiatives.

The Company promotes a measurement-based culture as a fundamental element for guiding business decisions through objective data and supporting transparent and informed decision-making processes.

16. Prevention of discrimination, harassment and retaliation

The Company reaffirms its commitment to ensuring a working environment based on mutual respect, individual dignity, and the protection of personal rights. Any form of discrimination, harassment, violence, intimidation, abuse of power, offensive language, or behaviour that undermines individual dignity is considered incompatible with the Company's values and will not be tolerated under any circumstances. The Company adopts specific procedures for the prevention, reporting, management, and handling of any potential cases of discrimination or harassment, ensuring impartiality, confidentiality, prompt action, and protection of the individuals involved.

Every employee has the right to report concerns or incidents in good faith without fear of retaliation or negative consequences. Management also promotes awareness-raising and training activities aimed at strengthening a culture based on respect and prevention.

17. communication, participation and engagement

The dissemination of a Gender Equality culture represents a shared responsibility involving the entire Organization. This Policy is communicated to all employees and made available to collaborators, suppliers, customers, and other stakeholders through the Company's communication channels.

The Organization promotes training, information, and awareness-raising activities aimed at increasing knowledge of the principles set out in this Policy, encouraging people's participation and the adoption of behaviours consistent with the Company's values. The Company encourages dialogue, constructive discussion, and the active involvement of employees, recognizing the value of ideas, experiences, and suggestions as a fundamental element for the continuous improvement of the System.

18. Management review and continuous improvement

Management periodically reviews the Gender Equality Management System in order to verify its suitability, effectiveness, adequacy, and consistency with the Organization's strategic objectives.

The Management Review takes into consideration, among other elements:

- trends in performance indicators;
- achievement of planned objectives;
- results of internal audits;
- activities carried out by the Steering Committee;
- any reports received;
- corrective and improvement actions;
- developments in the internal and external context;
- needs and expectations of stakeholders.

The results of the Management Review provide the basis for defining new strategies, objectives, and improvement initiatives, ensuring that the System evolves consistently with the Company's development. Management considers continuous improvement a permanent principle of its business management approach and promotes an approach focused on prevention, innovation, organizational learning, and the enhancement of people's value.

19. Policy dissemination

This Policy is approved by Management and becomes effective from the date of its issuance. It is periodically reviewed and updated in order to ensure its continued suitability with respect to the evolution of the Company, the regulatory framework, and the expectations of stakeholders.

The Policy is:

- published on the Company's official website;
- made available to all employees through internal communication channels;
- presented during information and training activities;
- made available to customers, suppliers, and other stakeholders upon request.

Management invites all persons working on behalf of the Company to share and apply the principles contained in this Policy, contributing, each according to their role and responsibilities, to the creation of an increasingly inclusive, respectful, fair, and competence-oriented working environment.

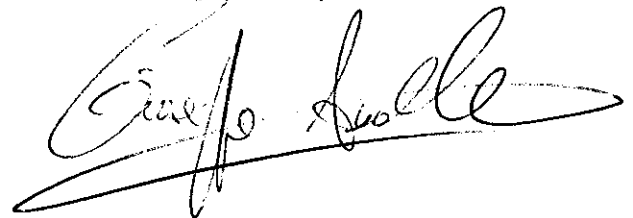
20. Final commitment of management

This Policy represents the expression of the Company's identity, values, and responsibility towards its people and all stakeholders. Management is aware that the promotion of Gender Equality represents a continuous development path, based on listening, dialogue, the measurement of results, and the ability to transform commitments into concrete behaviours.

The Company will therefore continue to invest in competence development, the enhancement of diversity, people's well-being, and the continuous improvement of its Integrated Management System, firmly believing that respect for individuals represents the essential foundation for building a solid, responsible, sustainable organization capable of successfully addressing future challenges.

Approved by the Sole Director

Giuseppe Avallone

A handwritten signature in black ink, appearing to read 'Giuseppe Avallone', written over a horizontal line.

Naples, 04 May 2026