



PNO

Leading the transition to sustainable freight

A fundamental pillar at PNO



Commitment to Diversity, Equity & Inclusion

Our purpose is to lead the transition to sustainable freight.

We constantly push the boundaries to create a more responsible version of PNO, where we make a profound impact.

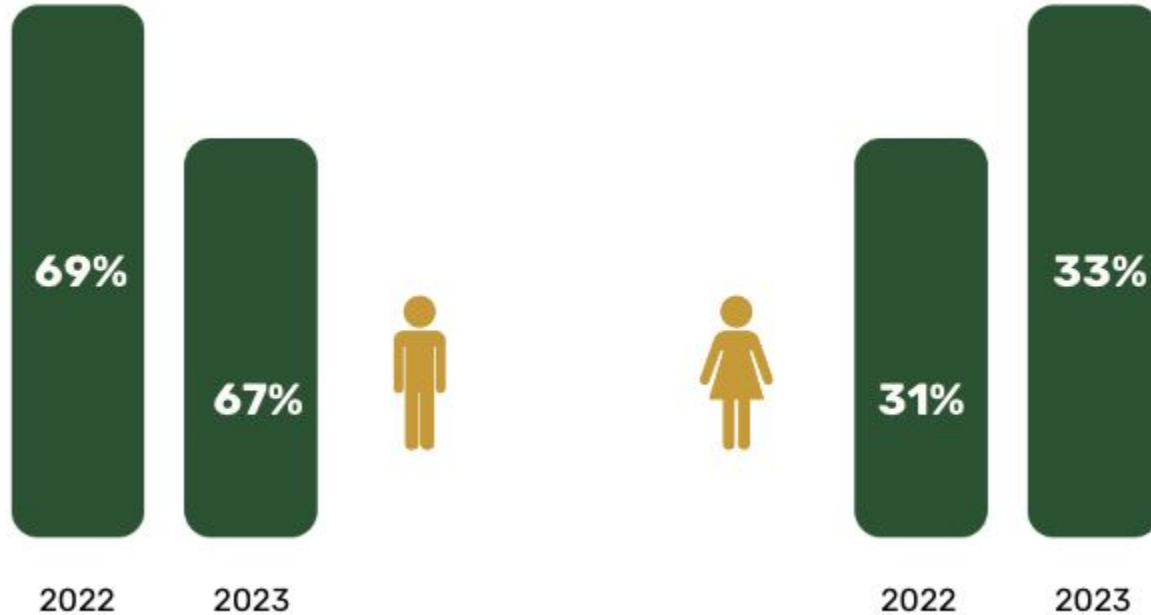
We're committed to creating an inclusive workplace with diverse teams across all levels, including diversity of thought, culture, and gender.

We share and measure our near and long-term DE&I efforts to understand our performance and address any gaps. Across every area of our business, we focus on maintaining a diverse and equitable workforce.

Why we need to take action

Gender Balance Findings 2023

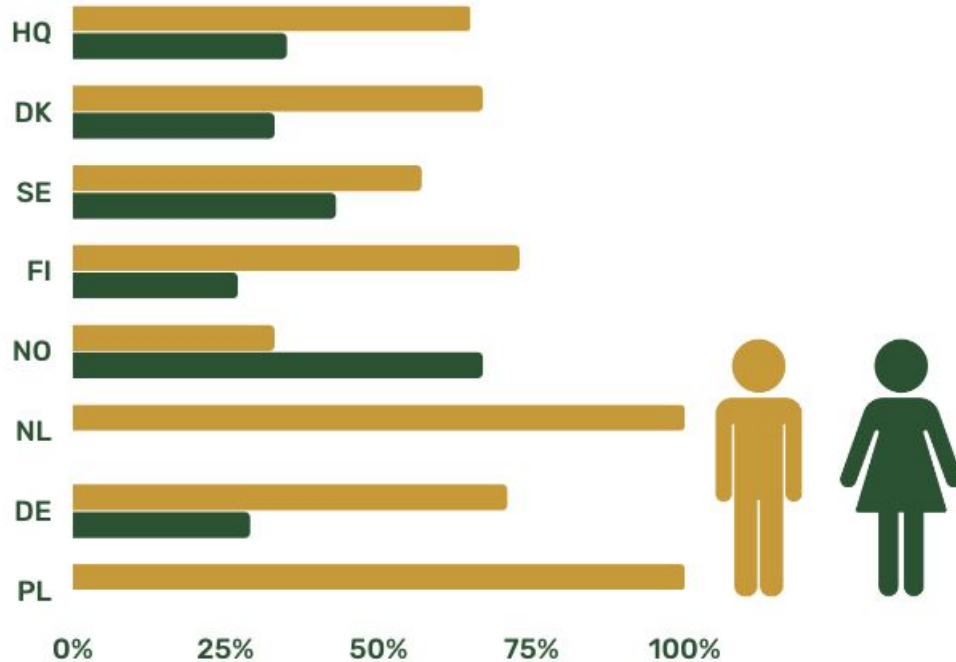
Overall Gender Balance at PNO



Why we need to take action

Gender Balance Findings 2023

Gender Balance per Country Office in 2023



How we will take action



DE&I Targets 2024

For 2024, we have set specific DE&I targets across the following areas to ensure that we measure our efforts and hold ourselves accountable:

AREA	DESCRIPTION	TARGET
Gender Gap	Increase female representation of new hires & increase female representation of female candidates in the final interview round.	50% female representation
Advisory Board	Welcome two women in the Advisory Board - the board will consist of 4 members	25% female representation
Gender & Diversity Workgroup	This groups supports our DE&I strategy. Workgroup members for 2024 are: Solvej, Ramin, Ana, Angelo	2 yearly meetings (Jun, Dec) 50% female and 50% male representation

How we will take action



DE&I Targets 2024

AREA	DESCRIPTION	TARGET
Training Hiring Managers / Recruitment	Provide training on recruiting for DE&I for all hiring managers through our online sessions with The Other Box.	100% training participation in all 3 trainings
DE&I Survey	DE&I surveys sent to all PNO members through Officevibe. We will run these internal surveys to assess the engagement 'temperature' of where we stand.	2 surveys (Jun, Nov) 80% participation in both surveys
Women in Leadership Coaching or Individual Coaching	A dedicated coaching track to provide women with the skills, tools and opportunities to develop key leadership skills.	70% of women in PNO join the women in leadership or individual coaching sessions

How we will take action



DE&I Targets 2024

AREA	DESCRIPTION	TARGET
Moments that matter	To help the managers navigate religious holidays respectfully & equitably, we will create an inclusive scheduling guide in CODA.	Scheduling guide 100% in place
Communication	To ensure that all our external communication is aligned with the principles behind gender-neutral language. We use the Develop Diverse platform for this.	100% language checked
Supplier Engagement	Our suppliers (largest in terms of revenue) receive our supplier assessment, which covers the area of DE&I.	Add DE&I questions

**THANK
YOU**

