



PNO

Leading the transition to sustainable freight

MEETING NORMS



Be Curious and Open-Minded



Participate Actively



Assume Positive Intent



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.

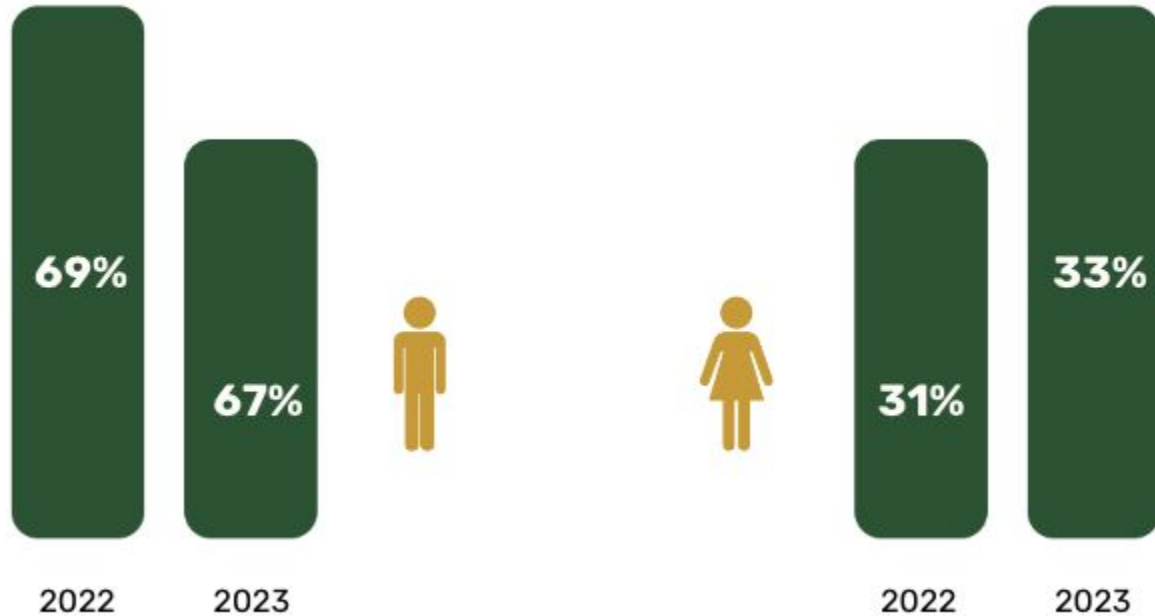
We're committed to creating an inclusive workplace with diverse teams across all levels, including diversity of thought, culture, and gender.

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

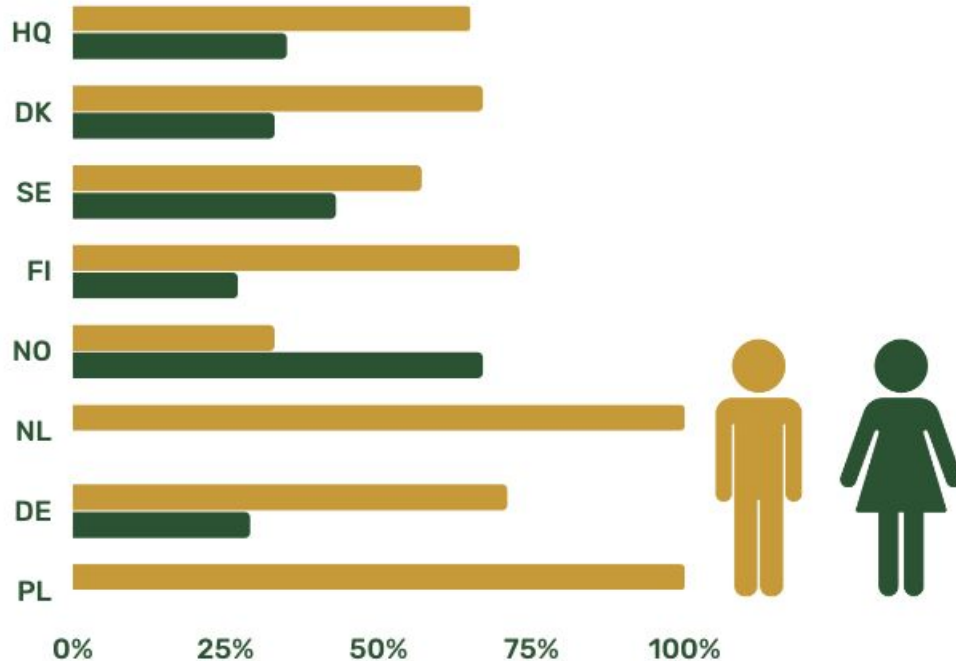
Overall Gender Balance at PNO



Why we need to take action

Gender Balance Findings 2023

Gender Balance per Country Office in 2023

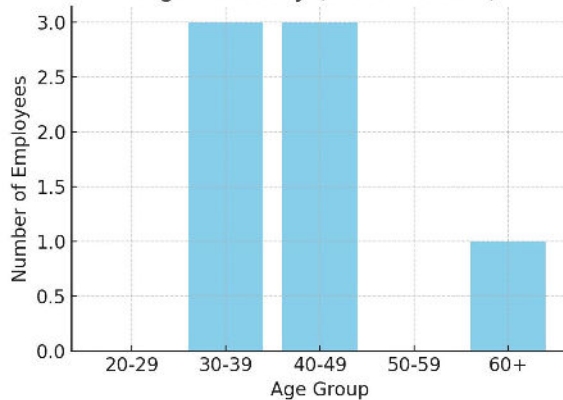


Why we need to take action

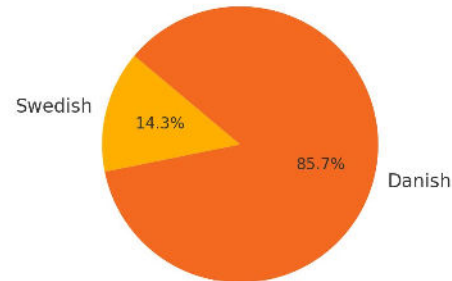
DEI Q1



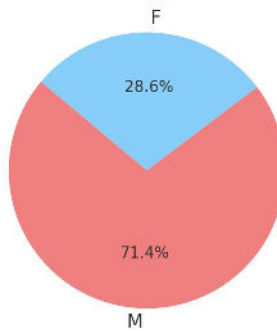
Age Diversity (Total Hires: 7)



Nationality Diversity (Total Hires: 7)



Gender Diversity (Total Hires: 7)

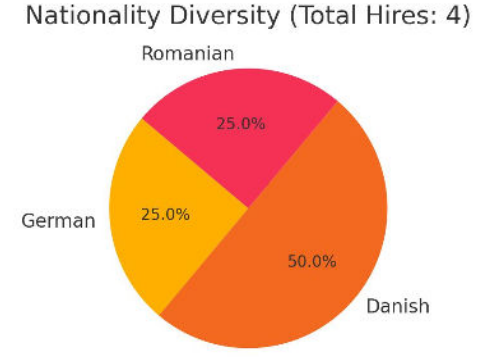
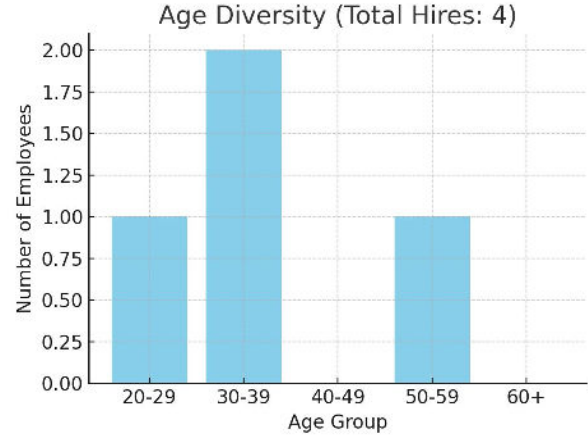


Education Level Diversity (Total Hires: 7)

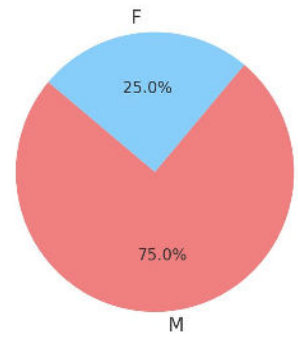


Why we need to take action

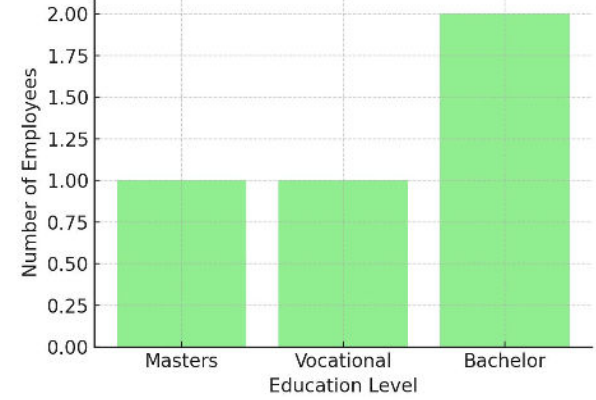
DEI Q2



Gender Diversity (Total Hires: 4)

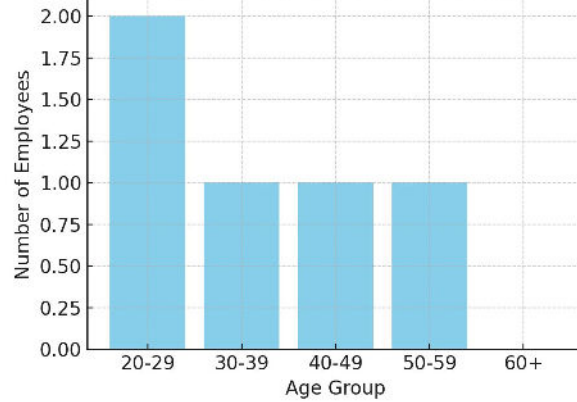


Education Level Diversity (Total Hires: 4)

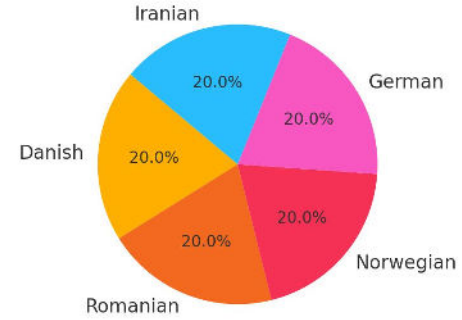


DEI Q3

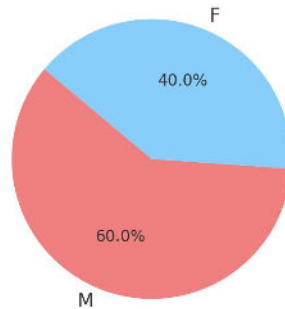
Age Diversity (Total Hires: 5)



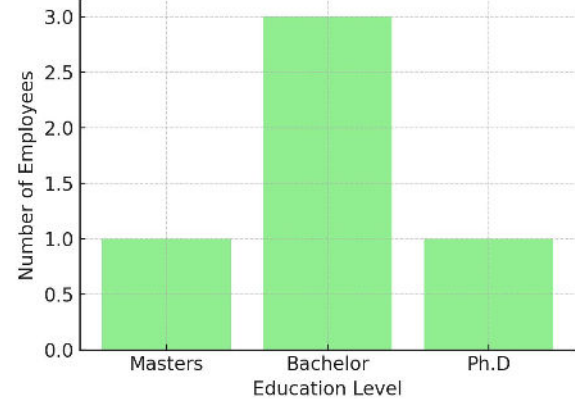
Nationality Diversity (Total Hires: 5)



Gender Diversity (Total Hires: 5)



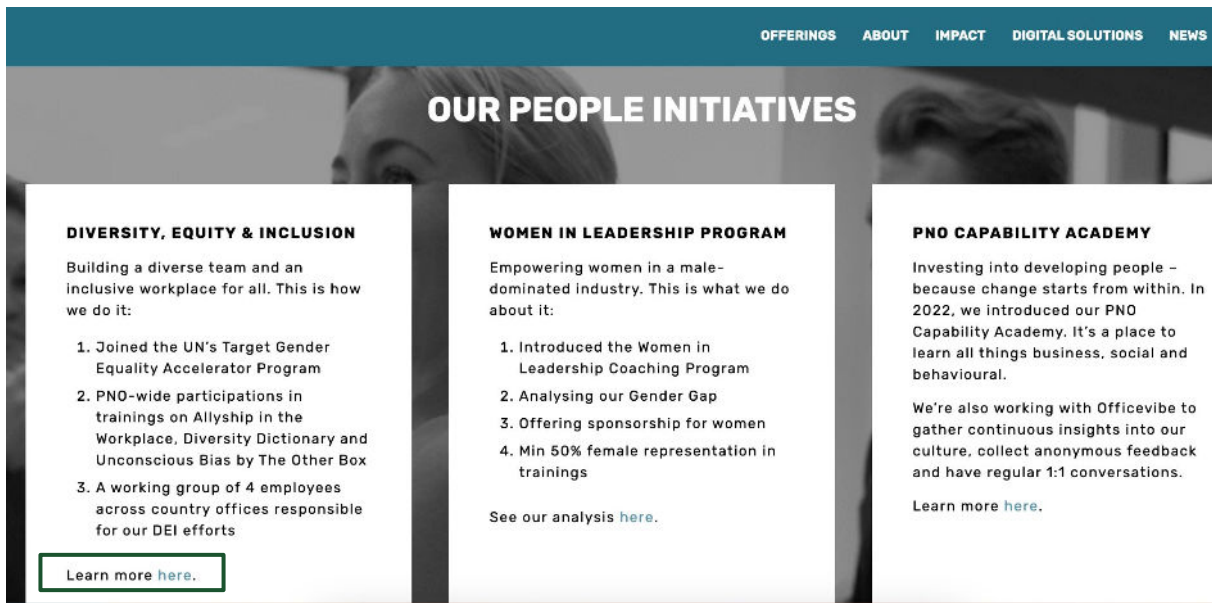
Education Level Diversity (Total Hires: 5)



DE&I information on our website

Here's where you find our DE&I info

1. Go to <https://pnorental.com/impact/>



2. Scroll down to “People Initiatives”

3. Box “Diversity, Equity & Inclusion”

4. Click on “learn more here”

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: Jenny, Ibrahim, Bianca and Solvej	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 2 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

How we will take action



DE&I Targets 2024

AREA	DESCRIPTION	TARGET
Culture Day	To understand our different cultures at PNO we will launch a Culture Day Afternoon twice yearly where we will share insights (facts and fun things) about one of the cultures represented at our offices.	100% in place by June
Communication	Grammarly introduced and available for every team member who wants to make sure of the Grammarly diversity language check	100% launch by end of April
New meeting norms	New meeting norms introduced to start off all meetings with good intent and a positive approach	100% launch by end of April

How we will take action

DE&I Targets 2024

AREA	DESCRIPTION	TARGET
Data collection	<p>We will do a 1st (Jan-June) and 2nd (July to Dec) half internal diversity evaluation to monitor overall diversity numbers and trends. By doing it twice yearly we can course correct and receive insights which will enable us to take action on trends.</p>	100% in place by June
Salary transparency	<p>We will set a salary range and give candidates insights to the range during pre-screening or first interview. Further, we focus on an open dialogue on where in the salary range, we assess the candidate would be placed. Why? It can perpetuate and exacerbate pay gaps</p>	100% launch by June

**THANK
YOU**

