

**«Gender Equality Plan - Papageorgiou Transport & Logistics
2025»**

PTL Commitment Statement on Operational Excellence and Reliability

- This action plan sets out PTL's priorities for addressing Operational Excellence, identifying related activities and monitoring plans. Reliability is core to our organizational mission, and Service Quality is a critical component to ensure timely and safe service for our customers, partners, drivers, and administrative staff.
- Following international, community, and internal standards, PTL commits to the promotion of Holistic Quality for all, meaning, not merely offering standard services to all customers and stakeholders involved in its activities, but actually providing them with the customized solutions they need to achieve their business goals and maximize efficiency.

Regulatory Compliance Framework

- This Framework legitimates and protects every strategy aiming to achieve Operational Excellence, Road Safety, and Environmental Responsibility at PTL. The Compliance Framework follows national and European laws and aligns with initiatives focusing on risk management, the reduction of our environmental footprint, adherence to ISO Quality Management standards, and ensuring a fair, safe, and efficient working and transport environment.
- Our commitment is towards continuous improvement and the elimination of all risks and any form of malfunction in our procedures, with the vision of a responsible, reliable, and high-quality logistics environment. Specific regulations, standards, and directives are listed below.

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Regulatory Compliance Framework

Greek Law

The Greek Constitution clearly declares non-discrimination and gender equality principles since its very first formulation (e.g., equality between the sexes in Art. 2, §4 and the right to equal pay for work of equal value regardless of gender or other differences in Art. 22, §1). In the constitutional revision process in 2001, it is explicitly foreseen that “positive measures for promoting equality between men and women do not constitute discrimination on the grounds of sex” and that “the state shall take measures to eliminate inequalities to the detriment of women that exist in practice” (Art. 116, §2). This amendment paved the way for positive measures in different domains. While National Committees on Gender Equality and Elimination of Discriminations have been working on the related issues for decades, the first National Action Plan (NAP) on Gender Equality was introduced in 2017 covering the period 2016-2020 and was updated with the follow-up NAP for the period 2021-2025. These plans have led to several new laws aiming at framing a comprehensive set of measures for promoting equality, preventing and combating gender-based violence, and acting towards gender mainstreaming (e.g. Law 4604/2019). Thus, since 2019 Greece has a legislative framework that imposes specific actions to support Gender Equality, such as use of gender-neutral language in official government documents, provisions against gender stereotypes and discrimination in mass media and advertisements, a 40% (minimum) quota system for women candidates in each electoral district in parliamentary and European elections, as well as the creation of Equality Offices in each of the 13 regions of the country.

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European Law

Equality irrespective of gender and non-discrimination constitute fundamental values of the European Union. These principles are firmly embedded in the EU Treaties, the Charter of Fundamental Rights of the European Union, and a robust framework of secondary legislation. Greek legislation fully incorporates and implements the relevant International Conventions and EU Directives, including:

Directive 2006/54/EC (“Recast” Directive): ensuring equal opportunities and equal treatment of women and men in employment and occupation, and prohibiting direct or indirect discrimination, harassment and sexual harassment, including in relation to pay and access to employment.

Directive 2010/41/EU: prohibiting direct and indirect sex-based discrimination in self-employment.

Directive 92/85/EEC: protecting pregnant workers and workers who have recently given birth or are breastfeeding.

Directive 2010/18/EU: establishing the right to parental leave.

Directive 97/81/EC: safeguarding equal treatment for part-time workers.

PTL also aligns its internal policies with broader EU anti-discrimination legislation, such as:

Directive 2000/43/EC (Racial Equality Directive): prohibiting discrimination based on racial or ethnic origin in employment.

Directive 2000/78/EC (Employment Equality Directive): covering discrimination on the grounds of religion or belief, disability, age and sexual orientation.

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The above regulatory framework supports the urgent national and European need for a digital and modern economic future in which all individuals participate on equal terms. Women's involvement is essential for building a sustainable, fair, and inclusive digital economy and society. Nevertheless, women remain underrepresented in Europe's digital ecosystem. According to the latest She Figures (2024), women comprise only **25% of self-employed professionals in science, engineering and ICT**, while Eurostat reports that **more than 60% of EU enterprises seeking ICT specialists faced major difficulties in filling vacancies in 2021**.

In Greece, the Ministry of Digital Governance has introduced the **Digital Transformation Strategy 2020–2025** to address such imbalances. The Strategy was developed collaboratively with public and private organisations, academia and civil society, and outlines national priorities for digital transformation and for strengthening digital skills across all groups, **regardless of gender, age, or background**.

As a transport and logistics company operating in an increasingly digitalised and technologically driven sector, **PTL fully aligns with these principles**. The company recognises that modern logistics rely heavily on digital tools such as telematics, routing optimisation systems, fleet management platforms and data-driven operational decision-making. Ensuring that women and underrepresented groups have equal access to these roles and skills is essential for the competitiveness and sustainability of the company and the wider sector.

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- Ensures a welcoming and safe workplace that upholds **pay equity, flexible working arrangements, parental policies and inclusive practices**.
- Provides equal opportunities for **career progression, training and leadership development**, encouraging women to take on roles in digital operations, fleet management technologies and logistics coordination.
- Promotes women's involvement in **decision-making structures**, strengthening diversity in management and operational planning.
- Supports **mentoring schemes**, enabling women and younger professionals to acquire digital and sector-specific skills relevant to logistics and transport technologies.
- Assists employees returning from **career breaks or parental leave**, helping them regain professional momentum and reintegrate smoothly.
- Enforces strict **anti-discrimination and anti-harassment policies**, ensuring zero tolerance towards any form of unequal treatment.
- Recognises and respects that its workforce may include individuals who do not identify with the traditional gender binary or who are gender diverse, and ensures that all policies remain fully inclusive and non-discriminatory.

Through these actions, **PTL actively contributes to reducing the digital gender gap within the logistics sector**, empowering all employees and strengthening its capacity to respond to modern, technology-driven operational challenges.

