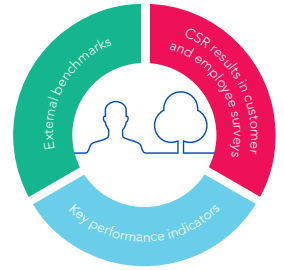


MEASURING AND IMPROVING

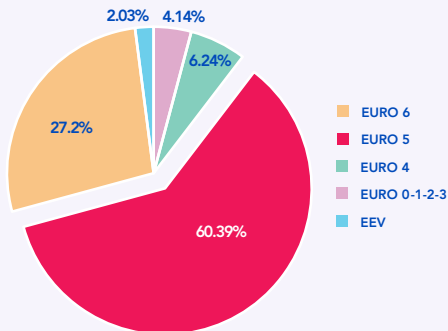
GEODIS measures its CSR performance in the light of 3 perspectives: reporting on environmental and social data, annual customer and employee satisfaction surveys and external evaluations.

All the data refer to the GEODIS scope excluding Contract Logistics USA.



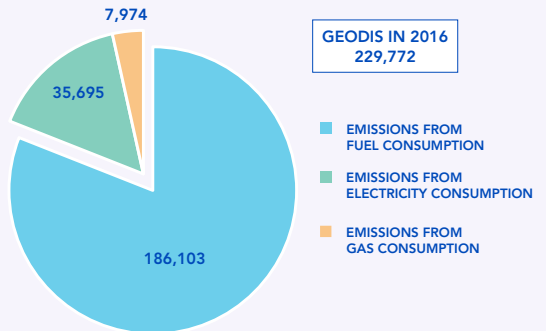
1 KEY PERFORMANCE INDICATORS

Composition of the GEODIS vehicle fleet worldwide in 2016



*EEV (Environmentally Enhanced Vehicles): "low carbon" vehicles, such as those running on electricity, natural gas (GNV) or hybrid.

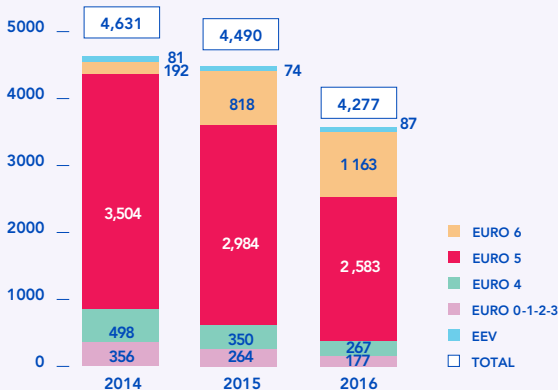
GEODIS CO₂ emissions (in tonnes CO₂e - Scopes 1 and 2 - Worldwide)



GEODIS IN 2016
229,772

ENVIRONMENT

Evolution of the GEODIS vehicle fleet worldwide (number of vehicles)



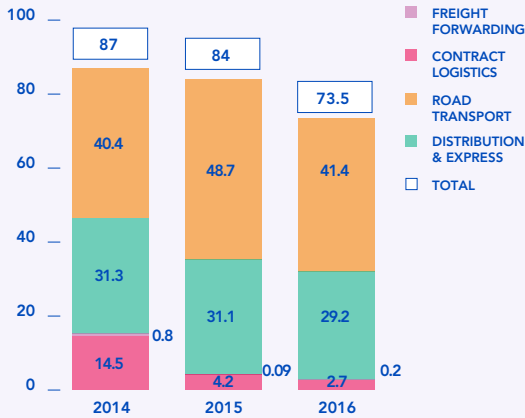
of GEODIS vehicles are Euro 5 or Euro 6 in 2016



vehicles owned worldwide in 2016

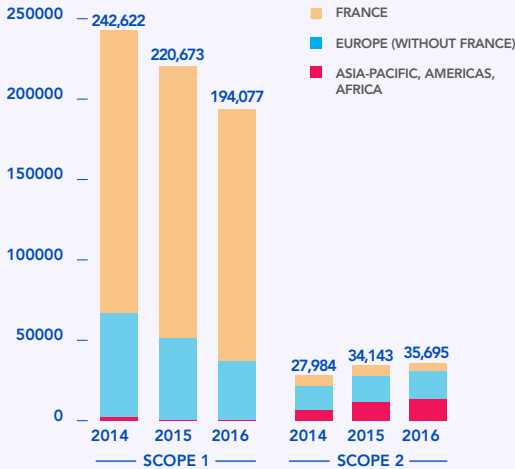
GEODIS fuel consumption by Line of Business
(millions of liters)

Correspondence GRI4: EN3



Evolution of GEODIS CO₂ emissions
(in tonnes CO₂e - Scopes 1 and 2 - Worldwide)

Correspondence GRI4: EN15



The distribution of greenhouse gas emissions is that of the GHG Protocol and the Bilan Carbone®:
 Scope 1: direct emissions caused by fixed or mobile sources (combustion of fuel and gas).
 Scope 2: indirect emissions related to the production of electricity.

Production of hazardous waste by GEODIS
(in tonnes - Worldwide)



370,725 tonnes

of hazardous waste produced by GEODIS worldwide in 2016

Production of mixed non hazardous waste by GEODIS
(in tonnes - Worldwide)



330,748 tonnes

of mixed non hazardous waste produced by GEODIS worldwide in 2016

Recovery of mixed non hazardous waste by GEODIS



97%

of mixed non hazardous waste recovered by GEODIS worldwide in 2016

Consumption of electricity in the Group in 2016



141.48 millions of kWh

of electricity consumed by GEODIS worldwide in 2016

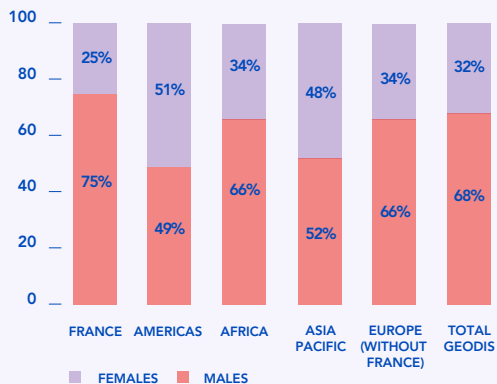
Consumption of gas in the Group in 2016



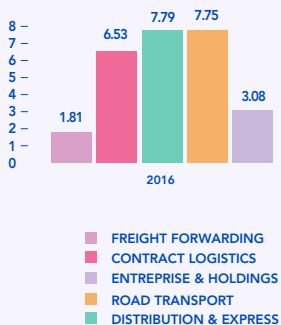
39.02 millions of kWh

of gas consumed by GEODIS worldwide in 2016

Female/Male breakdown by geographical area in 2016 (in FTE percentage - Worldwide)



Absenteeism rate per Line of Business

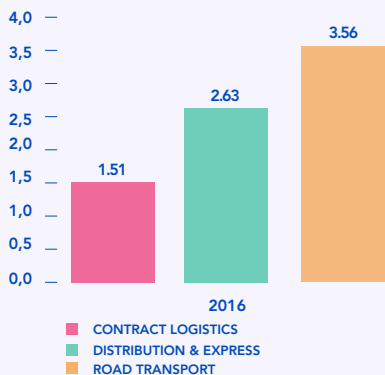


GEODIS disabled workers rate in 2016 (Worldwide)



Safety¹: severity rate of occupational accidents in France by Line of Business in 2016

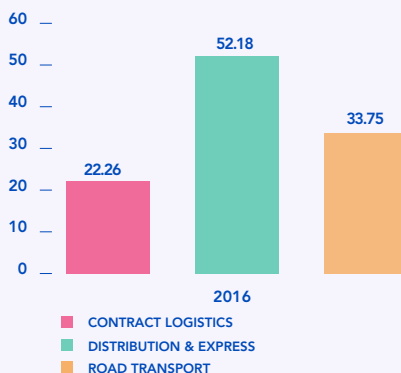
Correspondence GRI4: LA7



Occupational accident severity rate:
(number of days lost x 1,000)/total hours really worked

Safety¹: frequency rate of occupational accidents in France by Line of Business in 2016

Correspondence GRI4: LA7



Occupational accident frequency rate:
(number of accidents resulting in absence x 1,000,000)/total hours really worked

¹Regarding the Freight Forwarding and Supply Chain Optimization Lines of Business, the rate is 0,00

2 CSR RESULTS IN CUSTOMER AND EMPLOYEE SURVEYS

Customers

86% of customers stated they were satisfied with GEODIS CSR actions according to the 2016 customer survey.

Since 2014 GEODIS has carried out a worldwide customer satisfaction survey at Group level. With this in mind, nearly 100,000 customer contacts are invited in June each year to complete the satisfaction survey, conducted in 15 languages by a market research institute. Evaluations cover a complete chapter related to CSR performance. 2016 results show that our customers have a high satisfaction rate regarding our CSR approach.

Global satisfaction

- 86%** Corporate social responsibility (7,689)*
- 91%** Safety conditions (5,550)
- 91%** Consideration for diversity (4,740)
- 90%** Compliance with ethical conduct (5,398)
- 89%** Respect of environmental matters (4,821)
- 88%** Working conditions (5,054)
- 87%** Actions on the reduction of customers' carbon footprint (4,508)
- 85%** Ability to report accurately on CO₂ emissions (4,996)

* Number of respondents

Employees

85% of employees stated they were satisfied with GEODIS CSR actions according to the 2016 employees survey.

GEODIS has been measuring employee satisfaction worldwide since 2013. Around 30,000 contacts are asked to respond to the survey each year in October. The survey is carried out in 30 languages by a market research institute.

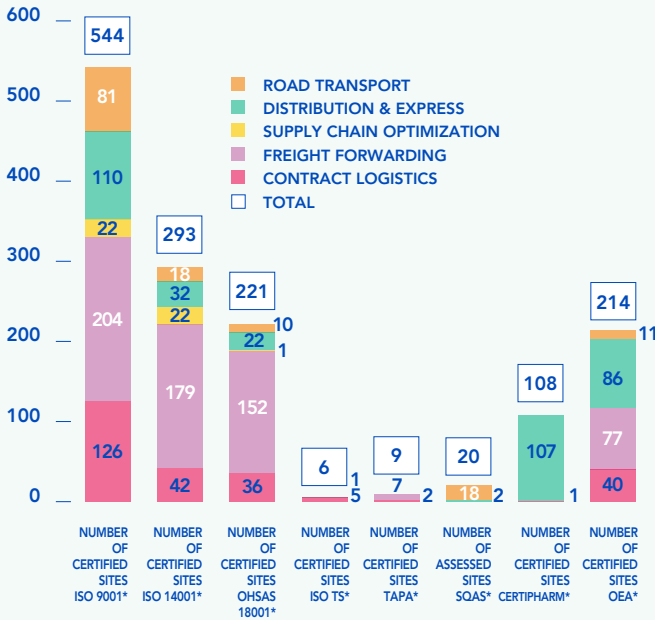
Among the themes assessed, the two following questions relate to the employees' perception of GEODIS' CSR approach:

1. I feel that GEODIS is doing its utmost to have a positive environmental and societal (CSR) impact: 85% of satisfied employees.
2. I feel that GEODIS is doing its utmost to warrant the safety of employees everywhere and all the time: 85% of satisfied employees.

3 EXTERNAL BENCHMARKS

Certifications* by Line of Business at end 2016

Correspondence GRI4: EN31

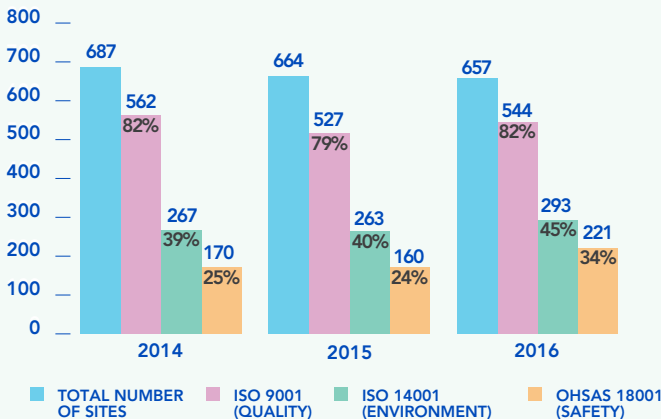


544

certified sites
ISO 9001

GEODIS site certifications

Correspondence GRI4: EN31



32.6%

of GEODIS sites worldwide had a triple QSE (Quality, safety and environment) certification at end 2016, a total of 214 sites.

ECOVADIS

65/100 EcoVadis external evaluation of GEODIS, 2016

EcoVadis has attested GEODIS to be in the "top 9%" of all suppliers evaluated in 2016. This collaborative platform which provides performance assessment of the sustainable development of businesses thus underlines the excellence of the Group's CSR approach. As in 2015, GEODIS is rated in 2016 at "Advanced" level and its CSR policy as "Gold" with a 65/100 score.

In the EcoVadis grading system, "Advanced" level means that GEODIS' strategy is based on a "structured CSR approach, quantified commitments, tangible actions on all issues, detailed information on the implementation of actions, CSR reporting and performance indicators".

The EcoVadis assessment addresses four topics – environment, social, business ethics, and responsible purchasing – and 21 criteria.

The score attributed to GEODIS breaks down as follows:

Environment	80/100
Social	70/100
Business ethics	40/100
Sustainable procurement	60/100



GEODIS scored 80/100 in the "Environment" category for the EcoVadis evaluation.

For this topic, EcoVadis has attested GEODIS to be in the "top 1%" of all suppliers evaluated, across all categories. The Group is recognized especially for its involvement in external initiatives like the Global Logistics Emissions Council (GLEC Framework) or the Clean Cargo Working Group (CCWG), for the content of its CSR report and the quality of its CSR reporting, which is consistent with the guidelines of the Global Reporting Initiative (GRI).

EcoVadis also highlights GEODIS' implementation of the CO₂ reporting for its customers, the regular renewal of its fleet and its equipments, as well as for its actions to reduce environmental impacts (CO₂, noise, waste, ...).

GEODIS scored 40/100 in the category "Business ethics" for the EcoVadis evaluation.

EcoVadis highlighted the Group's alert procedures, internal audits on the fight against corruption, and the e-learning module on the main points of business ethics.

GEODIS scored 70/100 in the "Social" category for the EcoVadis evaluation.

EcoVadis has attested GEODIS to be in the "top 2%" of all suppliers evaluated. These good results are mainly due to the regular training of the Group's employees, the occupational health and safety good practices, the results of its employees satisfaction surveys as well as the specific measures that have been put in place to foster the integration of disabled people.

GEODIS scored 60/100 in the category "Sustainable procurement" for the EcoVadis evaluation.

In 2017, GEODIS will be able to communicate on a detailed EcoVadis assessment of a representative percentage of its suppliers.

Integrating environmental and social criteria in the contracts, as well as the assessment of the suppliers is the strength identified by EcoVadis.

CDP¹

GEODIS responds to the CDP's Supply Chain Program since 2014. CDP assesses the reporting actions and the actions carried out to reduce greenhouse gas emissions. GEODIS achieved a B score in 2016, which represents a significant progress compared to the 76D achieved in 2015.

According to CDP: "GEODIS achieved a B, which is the score 8% of companies responding to CDP achieved, and 9% of companies within industrials sector. Companies scoring a B find themselves within the 14% highest scoring companies, and within the 15% highest scoring companies in their sector.

Companies at Management level are taking further steps to effectively reduce emissions, indicating more advanced environmental stewardship. This good result signals that GEODIS is measuring and managing its impact. GEODIS has developed a policy and strategic framework within which to take action and reduce negative climate change impacts."

B

CDP 2016
evaluation of GEODIS

Management

GEODIS score level



TO FIND OUT MORE

All GEODIS 2016 indicators, along with details on reporting methodology (scope, data gathering and consolidation process, choice of indicators, methodological limitations, checks and verification of indicators) and correspondence with the Global Reporting Initiative (G4 - Guidelines for sustainable development reporting) can be consulted on geodis.com, under "CSR".

¹Formerly the Carbon Disclosure Project

* ISO 9001: quality
ISO 14001: environment
OHSAS 18001: security
ISO TS 16949: quality in the automotive sector

TAPA (Transported Asset Protection Association): cargo security
SQAS evaluation (Safety and Quality Assessment Series): quality and safety in the chemical sector
Certipharm: quality in the health sector
AEO (Authorized Economic Operator): customs formalities



GEODIS