

NOVEMBER
18,
2020
LEVALLOIS-PERRET



press release

GEODIS pledges a firm commitment to Gender Diversity

On the occasion of the Global Women's forum, GEODIS announces an agreement with Bureau Veritas to recognize its commitment to gender equality in the workplace. The aim is to achieve a recognized standard across 12 countries over the next 3 years.

By obtaining the GEEIS (Gender Equality European & International Standard) designation, GEODIS would establish common gender equality and diversity in the workplace standards within its various lines of business. These standards include pay, the advancement of women, skills development and diversity.

Under the agreement with Bureau Veritas, which is expected to be signed before the end of the year, GEODIS will have its practices audited for a 3-month period across 12 of the countries in which the Group operates, starting in 2021 with France, England, Germany and Italy. GEODIS will continue this process in 2022 in Canada, Mexico, the Netherlands, Australia and then Morocco, the United States, Poland and Singapore in 2023.

Management, the Human Resources department and staff representatives within each country will be interviewed in order to evaluate the effectiveness of gender equality initiatives.

Once obtained, the label will remain valid for 4 years. It comprises 5 levels, one of which will be assigned based on the best practices and readiness of each country. Going forward, the latter will work in close collaboration with Group headquarters and the Arborus association¹ to take ownership of the GEEIS standard. This is comprised of multiple criteria (there are 10 for level 1) related to sensitivity and training, local initiatives undertaken by the country's Human Resources department and senior management and application of the Group's policy.

"This label is a way to create a common culture with regard to gender equality in the workplace internationally, and to deploy best practices on a large scale. Among other goals, it is aimed at seeing more women in management positions," says Mario Ceccon, Executive Vice President, Human Resources of GEODIS.

GEODIS has also signed the [G20 EMPOWER Alliance pledge](#), supporting the advancement of women in the private sector. EMPOWER (Private Sector Alliance for the Empowerment and Progression of Women's Economic Representation) was launched at the 2019 G20 summit in Osaka to advocate the advancement of women in the private sector, foster a supportive, inclusive culture and create more leadership opportunities for women.

¹ <https://arborus.org/en/qui-sommes-nous/>

press release

GEODIS – www.geodis.com

GEODIS is a top-rated, global supply chain operator recognized for its commitment to helping clients overcome their logistical constraints. GEODIS' growth-focused offerings (Supply Chain Optimization, Freight Forwarding, Contract Logistics, Distribution & Express, and Road Transport) coupled with the company's truly global reach thanks to a direct presence in 67 countries, and a global network spanning 120 countries, translates in top business rankings, #1 in France, #6 in Europe and #7 worldwide. In 2019, GEODIS accounted for over 41,000 employees globally and generated €8.2 billion in sales.

PRESS CONTACT

Claire Vaas
GEODIS – Communications Department
00 33 (0)6 99 38 88 34
claire.vaas@geodis.com