

HUMAN RIGHTS POLICY

OUR COMMITMENTS

Respect for Human Rights and fundamental freedoms is a basic value of the GEODIS Group (the "Group" or "GEODIS"), which, in its businesses and in the countries where it operates, is committed to complying with the fundamental principles as defined specifically by the International Bill of Human Rights and the fundamental conventions of the International Labour Organization.

The Group undertakes to implement Human Rights due diligence processes designed to identify, assess and prevent Human Rights risks associated with the conduct of its business activities.

GEODIS strives to ensure that its employees are ambassadors for its Human Rights policy, respecting it and ensuring that it is respected, whether among themselves or in their dealings with the Group's customers, partners, suppliers and subcontractors.

In all the countries in which it operates, GEODIS is committed to applying local regulations alongside a common set of Human Rights principles and guidelines. Should a conflict arise between these principles and the laws of a country in which it operates, the Group strives to find solutions that comply with the spirit of these international standards, while respecting national laws.

Implementation of this Human Rights policy reflects a continuous improvement approach designed to provide a reference framework for the Group, which operates in a variety of local contexts, allowing it to prevent and identify risks of Human Rights violations.

EMPLOYEES

GEODIS takes all possible measures in respect of all its employees to promote:

- a safe and healthy working environment, to ensure the health and safety of employees while carrying out their professional activities;
- decent working conditions, respect for working hours and fair and equitable remuneration in the light of the local or regional conditions in which its activities are carried out;
- respect for freedom of association, recognition of the right to collective bargaining and employees' right to choose whether or not to join a trade union;
- equal opportunity in recruitment and career development, diversity and inclusion, with zero tolerance for any form of discrimination. In addition, the Group does not tolerate violence, sexism or harassment in the workplace.

To this end, the Group has implemented training and career guidance policies to ensure the employability and professional development of its employees. It offers support services to employees who encounter situations of violence or harassment. The Group is committed to respecting the right to privacy and protecting the confidential information and personal data of all its employees.

CUSTOMERS

Through the range of services it offers, the Group provides its customers with a supply and distribution chain for essential goods to their own customers and end-users, indirectly contributing to their well-being and quality of life.

The Group has introduced measures to prevent Human Rights violations, whether linked to its operations directly or indirectly, notably through subcontracting. It maintains an open and transparent dialogue with its customers about the impact of its operations on Human Rights, as part of a process of co-construction and continuous improvement. GEODIS also protects any of its customers' confidential information and personal data that the Group may be required to process on behalf of its customers as a subcontractor.

SUPPLIERS & SUBCONTRACTORS

GEODIS is categorically opposed to child labor under the age of 18, forced labor, human trafficking and any other form of illegal labor or modern slavery, both as part of its own activities and in its supply chains. This stipulation applies to all its suppliers and subcontractors, so that it never promotes or indirectly benefits from such practices.

The prevention of Human Rights risks in the value chain is based on in-depth and regularly updated knowledge of the practices of the Group's partners. It is thus a process of continuous improvement.

The GEODIS Business Partner Code of Conduct relates to both the Group's suppliers and its subcontractors. GEODIS expects them to adhere fully to the Code's principles and to ensure that they are respected in their own supply chains. Suppliers and subcontractors may be audited to enable the Group to verify compliance with the provisions of the Code, any breach of which may lead to the termination of the business relationship. GEODIS also applies a responsible purchasing strategy, in which Human Rights are factored into the evaluation and selection of suppliers and subcontractors.

LOCAL COMMUNITIES

In keeping with its purpose, GEODIS distributes products that are essential to economic life, regional development and people's prosperity. The Group is committed to ensuring that its activities do not harm local communities. It recognizes and respects the rights of local communities in the countries where it operates. The Group maintains an open and inclusive dialogue with its stakeholders and is committed to the development of local communities, promoting local partnerships and sourcing. It takes into account and strives to minimize its impact on the environment and communities, while seeking to generate positive local benefits.

GOVERNANCE

The Human Resources and Sustainability Departments ensure the enforcement of the Group's Human Rights rules and commitments, reporting regularly to the Group Risk Committee. The Governance, Risks and Compliance Department reports to the GEODIS Management Board on information received and decisions taken by the Risk Committee.

The Group provides a whistleblowing system accessible to all employees and third parties, enabling them to report any Human Rights violations of which they may be aware. No one using this system in good faith will be subject to prosecution, disciplinary action or dismissal as a result.

Firmly committed to promoting and implementing the content of this Policy, GEODIS seeks to ensure that these principles are upheld by everyone and everywhere within the Group.