

GEODIS GLOBAL DIVERSITY AND INCLUSION POLICY

MAY 2024
GLOBAL D&I POLICY
GROUP HR



GEODIS

A better way to deliver



Foreword

In a rapidly changing world, embracing diversity and fostering inclusion is not just a moral imperative but a strategic advantage. By ensuring that all voices are heard and valued, we can drive innovation, enhance decision-making, and build a stronger, more resilient organization.

At GEODIS, we have always recognized the importance of diversity and inclusion within our organization. Over the years, we have demonstrated significant efforts in promoting a more inclusive work environment and fighting against all forms of discrimination. It is now time to strengthen our commitment and take our efforts to the next level by introducing the Global Diversity & Inclusion Policy.

This document is created by Group Human Resources Department following global consultations with employee focus groups from all Regions and Lines of Business. Our approach is comprehensive and designed to support our global workforce, while also taking into account the local needs that address region- or country-specific challenges. This policy applies to all entities within GEODIS Group and outlines the base commitments towards diversity and inclusion. It serves as a foundational document and should be cascaded and applied across all Regions and Lines of Business to ensure a unified approach to diversity and inclusion throughout the Group.

Introduction

At GEODIS, we believe that diversity and inclusion are essential components of our success. We are committed to fostering a workplace environment where all employees feel valued and respected, receive an equitable treatment, and are empowered to contribute to the overall success of GEODIS with their unique perspectives and talents. This policy outlines our commitment to diversity and inclusion across all aspects of our organization.

Equal Employment Opportunity

GEODIS is an equal opportunity employer and prohibits discrimination of any kind based on race, color, ethnicity, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected characteristic as defined by applicable law. All employment decisions, including recruitment, hiring, promotions, transfers, and terminations, will be based on merit, qualifications, and business needs.

Those principles are secured in our Code of Ethics as following:

2.1.2 We respect diversity and condemn all forms of discrimination

The diversity of our employees and their cultural backgrounds, which stems notably from the Group's widespread international operations, is a source of strength. The principles guiding our actions and behaviour are built on respect for differences and a rejection of prejudice not only of origin, membership of an ethnic group or nation, but also of age, sex (including pregnancy, childbirth and everything related to it), gender, physical disability, family circumstances, religious belief, union membership or political convictions. The Group respects the beliefs and opinions of all individuals, as well as those of political, union and religious organizations, but does not have any particular affiliation and strives to maintain a neutral position. It is fundamental, as a minimum requirement, to comply with applicable anti-discrimination laws in each country.

Diversity and Inclusion Goals

As a global logistics company, we are dedicated to building a diverse workforce that reflects the communities we serve and the customers we support. Our diversity and inclusion goals include:

- To significantly balance the hiring of people representing diversity and to attract a wide range of talents, without distinction or exclusion.
- To provide everyone, regardless of their identity or personal characteristics, equal opportunities for professional growth and development.
- To create an inclusive workplace culture where all employees feel welcome, respected, and valued.
- To combat all types of discriminatory behaviors and harassment.
- To improve working conditions by implementing measures to facilitate employees' work-life balance.

Diversity and Inclusion Priorities

Following the global consultation with employee focus groups from all Regions and Lines of Business, we have identified the following global work streams within our D&I approach: age diversity, disability inclusion, cultural diversity and gender equality.

These pillars represent the core areas where we aim to make significant efforts in promoting equality and inclusion. By focusing on these pillars, we seek to create a work environment that celebrates differences, encourages diverse perspectives, and ensures that all employees have the opportunity to thrive.



Age Diversity

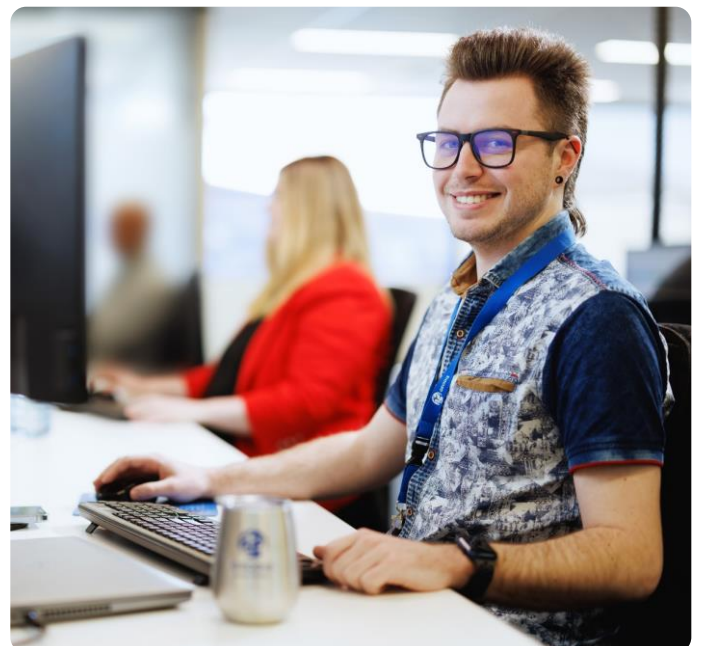
Supporting age diversity fosters a multigenerational workforce that leverages the skills and experiences of employees at different stages of their career. Addressing this topic will help GEODIS to overcome today's challenges in logistics industry and in current social environment by:

- Attracting young generations and building the future talents of supply chain
- Promoting an intergenerational dialogue and ensuring knowledge transfer to maintain continuity of our expertise
- Creating a winning mix of innovation and expertise
- Better accompanying employees at specific stages of their career

Disability Inclusion

At GEODIS, we believe that inclusion of people with disabilities is not just a legal and moral requirement but a real source of inspiration and resilience. It is not only about welcoming people with disabilities in our workforce, but also about creating a bias-free workplace. We want to foster an inclusive environment of respect and support by:

- Providing required accommodations to enable employees with special needs to perform their job duties
- Ensuring accessibility of our workplace, including facilities, technology, tools and equipment
- Educating our employees and raising their awareness on disability topics



Gender Equality

In a traditionally male-dominated industry, gender equality has been one of the most long-lasting commitments of GEODIS Group with the goal to achieve gender balance and equitable representation at all levels of our organization. It also concerns fairness and equal opportunities in the workplace regardless of the employee's gender, in terms of employment, promotion, training and pay. The efforts include:

- Having gender-inclusive recruitment practices to attract more female talents to the logistics industry
- Empowering women to advance in their career and creating an environment to enable them to access to senior management positions at all levels of our organization
- Putting in place measures to improve work-life balance and to better manage parenthood at the company
- Fighting sexism and addressing gender biases through training and awareness initiatives

While our Diversity and Inclusion Policy outlines the four pillars mentioned above, we recognize that each local context may have unique diversity challenges and opportunities. Therefore, we encourage and support local actions and initiatives that address specific diversity needs and priorities within each organization. At GEODIS, we believe that embracing diversity in all its forms enriches our workplace culture, drives innovation, and strengthens the ability to better serve our customers and communities.

Cultural Diversity

As a global logistics company, cultural diversity is inherent to our business. We employ people coming from various cultural backgrounds and our differences are a valuable resource for the Group. Understanding and respecting cultural differences are essential for effective communication, collaboration, and decision-making in a multicultural environment.

- Promoting cultural awareness and sensitivity through training and education
- Recognizing and celebrating cultural holidays and traditions
- Fostering cross-cultural collaboration and communication



Our Commitments

GEODIS is committed to embedding diversity and inclusion principles in all our internal practices and HR processes.

Recruitment and Hiring Practices

GEODIS is committed to implementing fair and inclusive recruitment and hiring practices to attract a diverse pool of candidates. We will:

- Utilize diverse sourcing methods to attract candidates from various backgrounds.
- Ensure job descriptions and qualifications are inclusive and free from bias.
- Provide guidance for recruiters and hiring managers on non-discriminatory practices (e.g., unconscious bias training, diverse interview panels, interview evaluation grid). It also includes aligning with external providers on GEODIS D&I principles.

Employee Development and Training

We are committed to providing ongoing training and development opportunities to all employees to foster a culture of diversity and inclusion. We will:

- Offer diversity and inclusion training programs to educate, increase awareness and break biases.
- Provide leadership development programs that promote diversity in management and leadership roles.
- Encourage mentorship programs to support the career growth of underrepresented employees.
- Make career decisions concerning employees based on their professional skills and abilities. A particular attention is given to ensuring that the principle of equal pay for equal work is applied.

Workplace Environment

GEODIS is dedicated to maintaining a safe, respectful, and inclusive workplace environment for all employees. We will:

- Prohibit harassment, discrimination or any other behavior of this kind and provide mechanisms for employees to report such incidents.



- Foster open communication, dialogue and best-practice sharing through employee resource groups and internal networks.
- Work on initiatives that support better work-life balance.

Monitoring and Reporting

GEODIS will regularly monitor and evaluate the effectiveness of our diversity and inclusion efforts to ensure accountability, transparency and continuous improvement. We will:

- Collect and analyze diversity metrics (KPIs), including workforce demographics, employee engagement, and representation in leadership roles, equal pay.
- Provide transparent reporting on diversity and inclusion progress to senior leadership and stakeholders.
- Set roadmaps by Regions and Lines of Business to outline specific goals, objectives, and actions to promote diversity and inclusion within their scope.
- Make adjustments to our diversity and inclusion strategy as needed to achieve our goals and objectives.

Compliance and Accountability

We have embarked on the path of progress, and we want to go further. This requires the involvement of all GEODIS employees at all levels of organization. All employees are expected to comply with this Diversity & Inclusion HR Policy and contribute to creating a diverse and inclusive workplace culture. Becoming aware and adopting responsible behavior is a guiding rule for everyone.



For managers, it means:

- Being the ambassadors of diversity and inclusion and leading by example by actively contributing to creating an inclusive workplace culture.
- Ensuring that the principles of diversity and inclusion are respected at every stage of employee life cycle.
- Acting as a facilitator to the teams, creating an atmosphere of openness and trust.

For HR team, it means:

- Developing local initiatives aligned with global diversity and inclusion policy
- Ensuring the compliance of HR processes with diversity and inclusion principles
- Monitoring diversity and inclusion KPIs and providing necessary reports for stakeholders.
- Providing necessary training and awareness initiatives for all employees and specifically for managers.

For all employees, it means:

- Promoting an inclusive workplace culture by demonstrating respect, openness and willingness to listen.
- Actively engaging in diversity and inclusion initiatives to raise awareness and adopt inclusive behaviors.

Conclusion

At GEODIS, we are committed to fostering a workplace culture that celebrates diversity, promotes inclusion, and values every individual's contributions. By embracing diversity and inclusion, we strengthen our organization, drive innovation, and better serve our customers and communities.

Diversity and inclusion is everyone's responsibility. We invite all employees to join us in this important journey. Together, we can build a more inclusive future for GEODIS and make a positive impact on the communities we serve.

“Serving people by delivering their goods all around the world with innovative, sustainable and ethical logistics”

GEODIS' purpose

“Always looking
for a better way
to be human-
focused”



GEODIS

A better way to deliver