

HEALTH & SAFETY POLICY

No other asset in the company is as important as the people who contribute, through their commitment, to always deliver better.

That is why, at GEODIS, we have both a duty and a responsibility to protect employees, subcontractors, and suppliers, as well as customers and third parties affected by the Group's activities. It is part of one of our golden rules.

Whether we're working on operational sites, in delivery or in support functions, our activities require us to act, handle, move and drive, often under time pressure. All these tasks put us at risk. Our aim is to create a safe workplace, to reduce the probability and severity of accidents and incidents, and to preserve the health and well-being of everyone involved.

As a continuous improvement process, we focus on identifying workplace hazards, manage them with appropriate risk assessments, implement actions to reduce exposure to the risk, analyze incidents and learn from them, which we share for the benefit of all.

This commitment is underpinned by an organization with solid expertise in health and safety, training programs to maintain and develop everyone's skills, a set of documented and accessible processes covering both routine tasks and exceptional situations, and last but not least, an environment and resources adapted to the risks and benefiting from new technologies and innovations

The 7 leadership principles, which managers and all employees are called upon to implement, reinforce our health and safety approach, which is structured around 3 pillars:



Connect to risks

being aware of risks and
always vigilant about our work
environment



Care for me

listening to your body and
mind to stay fit and focused



Care for us

being attentive to our
colleagues and surroundings
and interacting with them.

Because everyone is important at GEODIS, we are counting on everyone's commitment to apply this policy.

This will improve our health and safety culture and reinforce our commitment to do so, providing the feeling of safety and well-being for everyone, and enable us to be recognized as leaders in logistics by our customers.