



18-  
19

ANNUAL  
REPORT

(31 MARCH 2019)

Employees mobilised to combat exclusion  
among disadvantaged populations



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## Actively contributing to improving lives in the countries we operate in

BY JEAN-CHRISTOPHE MACHET,  
CHAIRMAN

Last September FM Foundation celebrated its first anniversary and, in this report, you will be able to read about everything we have achieved together so far.

Our Corporate Foundation, with its team, its country correspondents and its board of administrators, is a fantastic tool for launching initiatives sponsored by FM group employees.

I want to acknowledge here all the work they do, and highlight the way the Foundation is reinforcing and perpetuating what we have always done within the company. It provides a way of structuring solidarity actions as well as putting the spotlight on committed employees and helping others who also want to get involved.

During the course of this year, 135 employees mobilised to implement concrete projects that benefited 232 people in France, Poland, Russia, Brazil, China and India.



135

employees mobilised  
to put projects  
into practice

Beneficiaries of FM Foundation in Russia

I am proud of what we have achieved, but our Foundation is still young. Now we must amplify our impact and mobilise our teams. Our employees will be able to draw on the company's resources to give long-term unemployed people a bridge to regain access to the world of work.

There are many occupational integration initiatives, but we are also very happy to see projects developing that help children, a project with an orphanage in Russia, a scheme to support children of immigrant families in Italy, and children in hospital in France.

After this first year, we would now like to see projects developed in all the countries we operate in and we want to promote solidarity chains. In Russia for example, the FM Logistic teams have brought in NG Concept, which in turn

has mobilised its suppliers to contribute to the efforts to renovate an orphanage.

It is this kind of «viral» momentum that we want to create, so that our company, our staff and our Foundation can actively contribute to improving people's lives in our countries. ♦

**"Our Corporate Foundation is a fantastic tool for launching initiatives sponsored by FM group employees"**



## Presentation of the founding company: FM Group

FM FOUNDATION IS THE CORPORATE FOUNDATION OF FM GROUP, A FAMILY TRANSPORT AND LOGISTICS COMPANY CREATED IN 1967. TODAY FM GROUP IS A RENOWNED INTERNATIONAL SUPPLY CHAIN OPERATOR.

Thanks to the quality of its customer relations, its taste for innovation and its operational excellence, the Group is now present in 14 countries and employs 27,360 people.

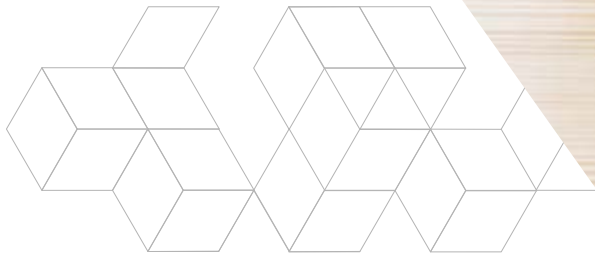
It is divided into two main branches: FM Logistic (transport and logistics) and Batilogistic (design and construction of logistics platforms).

The group's turnover reached €1.31bn in the 2018-19 financial year.

50 years of family success built on a stable body of shareholders, expert know-how, the choice of sustainable growth and shared values. ♦

### 50 years of family success





## History and social object of FM Foundation



**FM Foundation embodies and carries the group's values**



**Trust**



**Performance**



**Openness**

### GENESIS OF THE FOUNDATION

FM Group has been supporting charitable projects in the different countries where it operates for many years and already provides logistics services to non-governmental organisations and public interest entities.

In addition, we have many employees who want to share their talents and skills and put them to good use in solidarity-based actions.

When it celebrated its 50th anniversary, the group decided to reinforce its social commitments by creating its own corporate foundation, in order to put something back and participate in the fast pace of change in the countries where it operates, in line with the principles of sustainable development.

The Foundation aims to professionalise sponsorship activities through initiatives led by its employees and to give new meaning to the group's trades, whilst benefiting populations faced with various difficulties.

It also enables us to share the rich diversity of FM Group through tutoring schemes involving volunteer employees.

The creation of this corporate foundation has made it possible to combine this collective dynamic, to structure our sponsorship schemes and make the donation process more professional.

### SOCIAL OBJECT

FM Foundation is a non-profit public-interest legal entity whose object is to support, accompany and co-build social innovation projects driven and/or implemented by Group employees that promote occupational integration and help vulnerable children.

Priority is given to charity projects situated in the vicinity of FM Group's existing or future sites.

The FM Foundation encourages its employees to get involved in skills-sharing schemes in order to increase the social impact of the projects it supports. ♦



## How FM Foundation operates

### THE BOARD OF ADMINISTRATORS

Chaired by Jean-Christophe Machet, CEO of FM Logistic, the Foundation's board of administrators meets twice a year to define the Foundation's strategic orientations, vote its budget and decide which projects to support.

It is made up of 8 members divided between 3 colleges:

### The founders college

- Cécile CLOAREC – Human Resources Manager of FM Logistic
- Jean Christophe MACHET – Chairman of FM Foundation and CEO of FM Logistic
- Pierre ORSATTI – Vice-Chairman of FM Foundation and General Manager of NG Concept

### The staff representatives college

- Yannick BUISSON – General Manager of FM France
- Daniel CIZ – Treasurer of FM Foundation and Finance Director of FM Logistic
- Michèle COHONNER – General Manager of FM Brazil

### The qualified personalities college

- Stéphanie GOUJON – General Manager of French Impact
- Jean Pierre HAEMMERLEIN – Director of the Fondation Décathlon

From left to right:  
Olivier SZYPERSKI  
- Sabrina KONRATH -  
Pierre ORSATTI - Axelle  
RATTE - Cécile CLOAREC  
- Jean-Christophe MACHET  
- Jean-Pierre HAEMMERLEIN  
- Stéphanie GOUJON - Yannick  
BUISSON - Marie-Laure FAURE -  
Daniel CIZ and Guillaume CARMENT














14  
employees  
represent  
14 FM countries

**FOCUS.**  
**5 permanent guest members chosen at the proposal of the board of administrators, attend the meetings:**

Guillaume CARMENT – FM Logistic customer manager at Crépy-en-Valois, Axelle RATTE – FM Logistic platform manager at Fonteney-Trésigny, Olivier SZYPERSKI – Director of Operations, FM Russia, Marie Laure FAURE – Director of FM Foundation and Group Values & Shareholder Relations Director of FM Logistic, Sabrina KONRATH – General delegate of FM Foundation.

**THE FM FOUNDATION TEAM**

A permanent team consisting of a manager and a general delegate is tasked with nurturing and spreading the word about the Foundation within the group.  
To do so, it can rely on a team of local delegates that represent the Foundation in each country where we operate, promoting the Foundation, listening to colleagues, supporting their search for local partners and helping them to put together their plans and funding applications.

 <b>France</b> Sandrine BUECHLER	 <b>Russia</b> Nadezhda KLIMANOVA	 <b>Romania</b> Narcisa LARGEANU	 <b>NG Concept</b> Josiane ANSTETT
 <b>Spain</b> Jorge RODRIGUEZ LOPESINO	 <b>Poland Hungary</b> Artur CIUCHTA	 <b>Czech Republic</b> Eva ENCEVOVA	 <b>Corporate headquarters</b> Audrey KRIST
 <b>Italy</b> Andrea FUMAGALLI	 <b>Ukraine</b> Yuliia ROMANENKO	 <b>Slovakia</b> Pavol KOMARNANSKY	
 <b>India</b> Ravindra SHETE	 <b>China</b> Lancy TANG	 <b>Brazil</b> Fabio PAGANI	



## **Extending our actions to amplify our social responsibility**

**BY MARIE-LAURE FAURE,  
DIRECTOR**

This year has been marked by the Foundation's first anniversary.

One year - that's both short and plenty of time to take your first steps and gain some assurance in areas like helping vulnerable children and occupational integration. First steps that we wanted to be assured and which we have been able to take starting from firm and fertile ground, that of a solid Company.

This has been a very encouraging first year, thanks to the solidarity and energy shown by our employees.

The beginning of this story has been one filled with emotion and a great deal of humility for all of us, but also considerable pride when we look back at everything that we have already achieved. Of course I want to thank those mainly responsible for this success, all those employees who have put in not only their time and skills, but also their hearts.

# 454

jours de mécénat de compétences ont été dispensés par les collaborateurs du groupe.



Mentors and beneficiaries taking part in a project backed by the Foundation in Poland.

Thanks also to our board for their trust and commitment, because besides sitting on the board, they have been of great help in supporting the Foundation through their responsibilities in the company.

Our aim is to extend actions within the Company, by implementing projects across all the countries where FM group has operations, and also outside the Company by developing a network of solidarity with our partners.

The development of FM Foundation is therefore enabling us to amplify our corporate social responsibility in line with the Company's values. ♦

## FOCUS. DELEGATE GENERAL SABRINA KONRATH'S ACCOUNT:

"Our foundation may only be a year old, but it's already very active.

When I go out to the countries to meet the employees who are involved in the projects supported by the Foundation, I can feel the philanthropic feeling that drives them and the personal satisfaction they get out of their activities. And that gives me an idea of just how much potential there is within the company to act for the benefit of vulnerable populations.

In the same way, the delegates that represent and promote the Foundation in each country show great enthusiasm and initiative, informing people and motivating them to get involved, whilst supporting the employees that have already committed to a project.

The exchanges we have with our partners and the feedback we receive on the impacts of the actions that we conduct together are also very positive and encouraging.

I think we can say that all the conditions are met to guarantee FM Foundation will have a successful future."



"This has been a very encouraging first year, when we have seen how we can count on the solidarity and energy that drives our employees"

## Event of the year: the 1<sup>st</sup> anniversary

EXACTLY A YEAR AGO  
THE CREATION OF FM FOUNDATION  
WAS ANNOUNCED DURING THE  
COMPANY'S 50<sup>TH</sup> ANNIVERSARY  
CELEBRATIONS.

In order to promote the Foundation in its environment and develop its network, FM Logistic's employees presented their work and achievements to fellow foundations, customers, partners and members of FM Family (the Faure and Machet families).

The event was held on 21 September 2018 in the premises of the Fondation des Apprentis d'Auteuil.

The moving accounts given by the FM Logistic teams reinforced everyone's belief that we were right to embark on this great social adventure.

Giving meaning and a renewed taste for life to young people in difficulties is also a genuine source of inner well-being for the employees who support them day-to-day by sharing their work skills.


This event was an opportunity for the Foundation's Chairman and Director, as well as the General Manager of FM France to express their satisfaction and warm thanks to all those who have helped to show the way, to develop the Foundation and implement the projects.

They all had messages of recognition for the employees who are putting their hearts and souls into these fine social initiatives. They are proud to see FM Foundation developing in line with the . . .





"This event was celebrated with FM group employees, fellow foundations, customers, partners and members of the Faure and Machet families, FM Group's founding families"



... company's values, enabling employees to give another meaning to their work.

The guests were impressed by the progress already made and the authenticity of the projects. They shared their vision and their experiences in the fields of occupational integration and child welfare.◆



**FOCUS.**  
**A successful celebration**

Jean-Christophe Machet, Chairman of the Foundation and Marie-Laure Faure, Director of the Foundation, set the ball rolling by thanking the guests for coming, before talking about the meaning and the place

the foundation occupies within the company. After the presentations, there was a cocktail reception rounded off by the traditional birthday cake, whose candles were symbolically lit by Mr Claude Faure, founder of the FM group and Mathieu, a young beneficiary of the Apprentis d'Auteuil/FM Foundation partnership.



# Key figures and actions in 2018-19



**232** beneficiaries  
329 since 2017



**7** projects supported by the Foundation



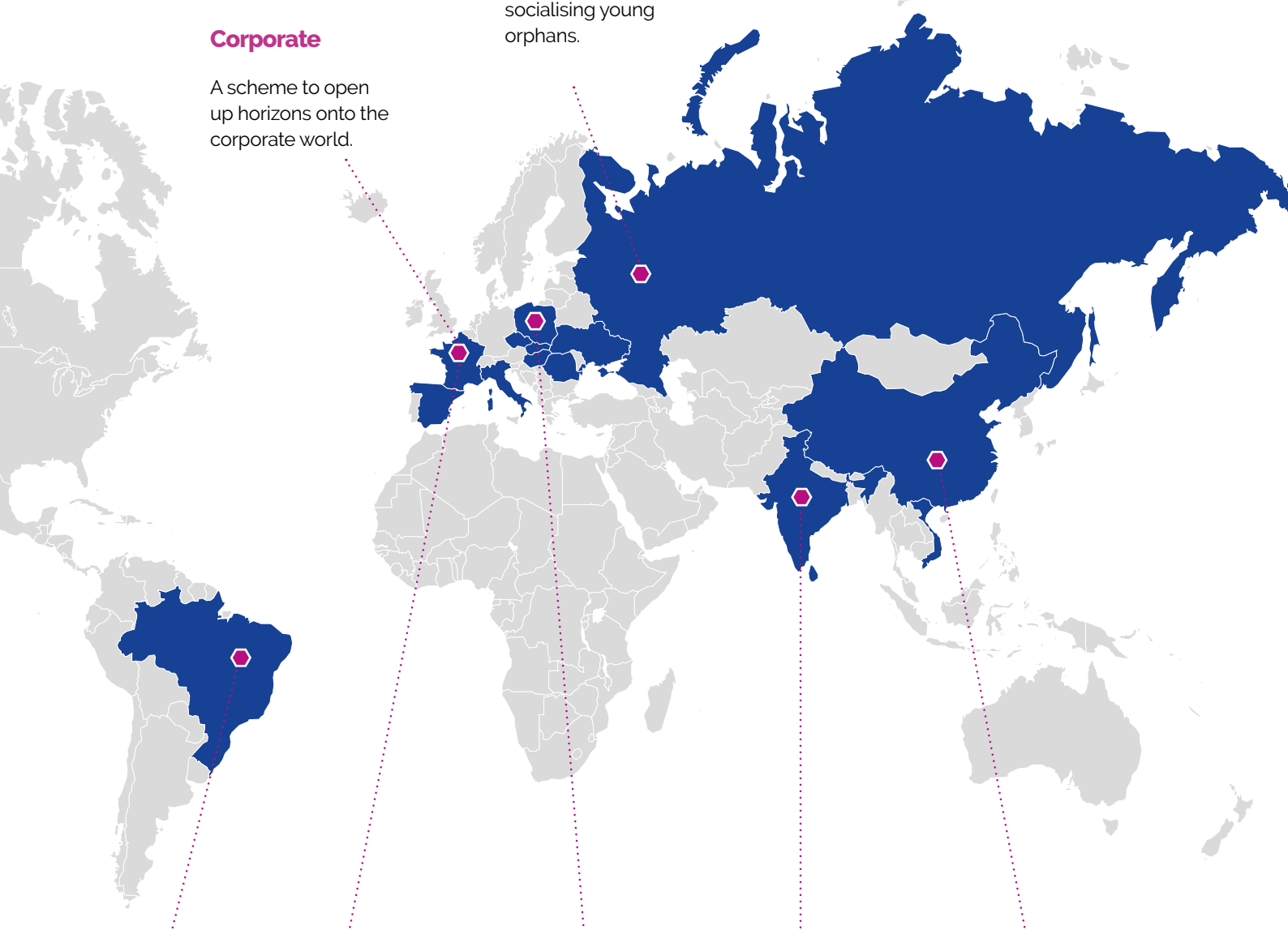
**135** FM employees involved  
173 since 2017



**6** countries involved



**454** skills sharing scheme days  
896 days since 2017



**Russia**

A process for integrating and socialising young orphans.

**Corporate**

A scheme to open up horizons onto the corporate world.

**Brazil**

Creation of a logistics school certified by a Federal University.

**France**

Setting up of the 1<sup>st</sup> logistics course leading to a qualification - 2<sup>nd</sup> year group in Oise.

**Poland**

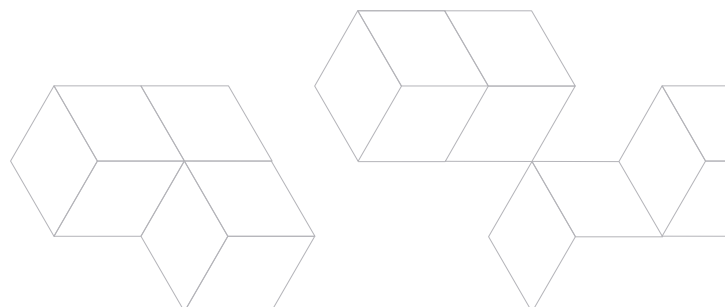
A scheme has been set up to open up horizons onto the corporate world and the learning of independent life skills - 2<sup>nd</sup> year group.

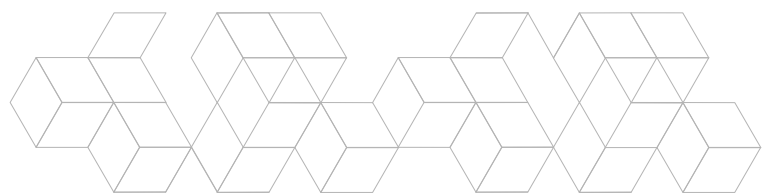
**India**

Vocational training focused on acquiring general skills.

**China**

Mentoring of young people from the Miao ethnic minority.





# Current projects country by country

Edutainment session  
at FM Logistic for the young  
people attending the  
"Successors Academy"  
in Russia.







## The 1<sup>st</sup> logistics course leading to a qualification - 2<sup>nd</sup> Oise year group

FOR YOUNG PEOPLE AGED 18 TO 25 WHO UNDERPERFORMED AT SCHOOL, HAVE SOCIAL OR FAMILY ISSUES OR ARE AT RISK OF SOCIAL EXCLUSION.

In 2017, the FM France and Fondation Apprentis d'Auteuil teams put together a logistics training programme. This programme has been repeated this year at the Longueil-Sainte-Marie, Ressons-sur-Matz and Crépy-en-Valois sites for a second year group of young people.

The year-long programme starts with theoretical training sessions taught by Adecco Training, followed with practical training on the FM sites given by employee tutors.

Les Apprentis d'Auteuil's role is to provide the young people with social support and training for the tutors.

By committing to this programme, the FM tutors aim to help their young charges get a taste for the world of work in a field where the prospects are good.

### Our partner: Fondation Apprentis d'Auteuil

Created in 1866 by a priest, Abbé Louis Roussel, the foundation is a recognised public interest organisation.

It looks after, trains and helps young people in social difficulties to get into work.

Young member of the 2<sup>nd</sup> year group with her FM tutor



# France

**12** beneficiaries  
and **17** FM employees  
involved.



The second year group with their individual preparation for operational employment certificates.

During the course, the participants also have the opportunity to pass their CACES forklift driving licence, which will be useful to them when looking for a job in a logistics warehouse.

A directly measurable social impact since the 8 young people in the first year group have taken up permanent jobs at FM Logistic France: that's a source of great pride for us and for their tutors! ♦

## FOCUS. Those involved tell their story

**Christophe, team leader at Longueil-Sainte-Marie for 15 years and Apprentis d'Auteuil tutor in 2017 and 2018:**

"On a personal level I got a lot out of this. This contact with people who want to work, but have more external issues meant that we could talk about other things as well as work, for instance helping them to find a flat. Personally, I say to myself I've helped these young people to get into work, to learn some skills, to gain something that will help them in the future, and, whether they are at FM or elsewhere, I hope that they will be able to continue progressing in this job."

**Eric, one of the first people to volunteer to tutor an Apprentis d'Auteuil:**

"I take great pleasure in accompanying the Apprentis

d'Auteuil youngsters. It gives me the chance to show them what I know how to do in the company, to show them how certain things are done, to teach them our jobs and supervise them to that they can make something of their lives, hoping that they will get a permanent job - that's what I wish for them. And it also teaches them some values. [...] It gives us value because we are teaching them something, good things about how to live life, whether in society or elsewhere, and that's why I get a lot out of it, because we're supporting them."

**Nancy, one of the Apprentis d'Auteuil beneficiaries:**

"We've been well guided so that we can get a job, we've been helped [...] The advice I'd give this year's new Apprentis d'Auteuil apprentices, is to hang on in there until the end, because you do get something out of it. [...] It enables us to enter the world of work".



## Scheme to open up horizons onto the corporate world and learn independent life skills - 2<sup>nd</sup> year group

FOR 18 YEAR OLDS FROM ORPHANAGES AND FOSTER CARE.

### Our partner: Independent Robinsons Foundation

Created in 2002, the foundation organises educational programmes involving welfare institutions and companies to increase the number of young people prepared for independence and the world of work.

Member of the 2<sup>nd</sup> year group on a summer placement at FM Logistic in 2018.

In 2017, the FM Poland and Independent Robinsons Foundation teams put together a scheme to open up horizons in the logistics world and to enable young people to learn to be economically and socially independent. The scheme is being repeated this year on 9 different sites for a second year group.

The aim is widen these young people's horizons and promote the job opportunities that exist in logistics, but also to give the young people a starting point to think about their future career choice.



**Poland**  
 90 beneficiaries  
 and 35 FM employees  
 involved.

3 young beneficiaries with the FM teams they joined during their winter 2019 placement.



The youngsters start out by discovering the jobs involved in logistics through educational games devised by FM and Robinsons. Then, during the winter and summer school holidays, they join the world of work on discovery placements on the platforms (warehouses and building sites).

Each participant is mentored by an FM tutor. The social ties created between the mentors and the beneficiaries are maintained during out-of-work activities organised at the weekends. ♦

**FOCUS.**  
**Those involved speak out**

**Mariusz – beneficiary:**  
 "Thanks to these placements, I've gained in confidence and therefore self-confidence. You can say that I feel satisfaction when I've succeeded at something. [...] I get a lot out of these kinds of placements, because I can see what I'm good at, what I'm not so great at, and I think that it's very good training for the future."

**Janek – beneficiary:**  
 "They really want to help so that we can find in ourselves better values than those we come from, and experience things we just didn't have in our childhoods. There's such an atmosphere here. [...] I dream with all my heart of staying. I've become calmer and also more hard-working."

**Olga – FM mentor:**  
 "For me being a mentor is a very interesting experience. I'm happy to be able to share my knowledge and experience with our trainee and to show that it's worth learning to be able to hold down a job that gives you satisfaction. Being a mentor also means showing that work is also a place where you

can make friends. I hope the time spent in the company will help the trainee to cope with the challenges of the job market. If I have the chance to be a mentor again, I'll be delighted to take part."

**Monika – FM mentor:**  
 "At the very beginning, becoming a mentor was a big responsibility, plus a desire to get to know the young people and, if possible, win their trust.[...] For me, working with Robinsons has enabled me to understand just how much conversation and listening to someone can help them to open up [...]"

**Artur – local FM Foundation delegate in Poland:**  
 "By showing the working standards in the company, we try to encourage them to choose this path, to choose the right way of determining their own future. We want to develop our Foundation with new projects, with new volunteers among our employees, but we also aim to include our customers and our business partners, that's our ambition."

# ESCOLA DE LOGÍSTICA Fundação FM



## Creation of a logistics school certified by a Federal University

FOR DISADVANTAGED YOUNG PEOPLE IN SAO PAULO AGED 17 TO 18.

The teams at FM Do Brazil's Anhanguera site and the Iochpe foundation have put together a training programme leading to a supply chain qualification.

The aim of this 12-month programme is to enable participants to acquire the theoretical and operational skills they need to enter the world of work thanks to a diploma awarded by the Federal University of Parana.

First the employee tutors were first trained so that they can support the trainees throughout the year.

### Our partner: the IOCHPE Foundation

Created in 1989, the foundation works to help children and teenagers develop through artistic education and vocational training.

Trainees at the logistics school backed by FM Foundation



## Brazil

**12** beneficiaries  
and **28** FM employees  
involved.

Trainees and tutors.

Training modules were developed by FM employees in cooperation with the lochpe Foundation.

The young people benefited from 900 hours of classes divided between 3 types of modules:

- General training modules to help them integrate the world of work.
- Technical modules to develop specific logistics skills
- Integration modules: creativity techniques, activities to introduce them to the world of innovation, personal development

The course is completed by practical training in the field given by the FM tutors.

This project has also enabled a solidarity network to get underway with a partner, Sodexo, which has provided 2 meals day free throughout the duration of the course. ♦

### FOCUS.

#### Those involved speak out

**Cristian Ferreira da Cruz , FM tutor:**

"Being a volunteer at FM Foundation is very rewarding, it helps me to grow not only professionally, but also as a human being."

**Mario Lopez, FM tutor:**

"It's been an experience that has gone beyond everything I expected. It is rewarding to be able to share my knowledge with these young people, it means I can help them to develop."

**Bianca Catherine, trainee**

"This programme came along at a difficult time in my life. I'm grateful for this help to develop my skills and show me the opportunities for my professional and personal future."



## Vocational training focused on acquiring general skills

FOR 18 YEAR OLDS FROM ORPHANAGES AND FOSTER CARE LIVING BELOW THE POVERTY LINE.

The FM India teams in Pune and the Speed Foundation put together a vocational training programme that was implemented by FM India and its partners.

The young people benefited from 23 days of general education classes given by the Speed Foundation, covering IT, communication, English and personal development.

Then the FM India employees shared their professional skills over 3 days, covering the following areas:

### Our partner: Speed Foundation

A non-governmental organisation registered in 2016, the foundation's vocation is to develop skills in India, in a responsible and sustainable way.

Participants on the 1<sup>st</sup> day of the training given by FM employees





## India

**29** beneficiaries  
and **8** FM employees  
involved.

Official inauguration of the project.

- Sales
- Purchasing
- Quality, Safety, Environment
- Finance
- Human Resources
- Project management
- Warehouse management
- Continuous improvement methods

The aim of this programme was to give the young people a basic grounding so that they can take their first steps in their working life.

The beneficiaries have stayed in touch with the FM employees involved through a monitoring group on WhatsApp, in order to keep them informed about their job searches. ♦

### FOCUS. Those involved speak out

**Ravindra Shete, local FM Foundation delegate in India:**

"It was a great opportunity for me to manage this type of project. The managers mobilised very quickly to adapt our training modules. The local authorities helped us to pick a good partner. We had a lot of support from the start. We are very motivated to continue."

**Gautam Dembla, General Manager of FM India:**

"This is our first initiative. With the backing of FM Foundation we have been able to develop training for youngsters from disadvantaged backgrounds. This project really stood out for us and mobilised our teams. Many people have no basic training and this opportunity was seen as a first step in improving their lives. We agreed to carry out this project under the slogan «Live to improve the lives of others»."



FM employees participating in the homework help scheme with the Fondation Vincent de Paul.

## A scheme has been set up to open up horizons onto the corporate world

FOR YOUNG PEOPLE AGED 14 TO 19 EXPERIENCING PHYSICAL, PSYCHOLOGICAL OR SOCIAL DIFFICULTIES.

### **Our partner:** **Fondation Vincent de Paul**

A «public utility» entity, the Fondation Vincent de Paul operates in four fields in Eastern France, in institutions approved by the public authorities.

Over 2,500 salaried employees and 400 volunteers employ their skills to help the sick, children, the elderly and the socially vulnerable.

The Foundation's Children's Sector operates in Moselle and the Bas-Rhin and has places for over 900 children. The Sector's establishments and services help vulnerable young people to grow up in a structured environment by providing diverse, multi-disciplinary forms of care, from boarding facilities to home-based services.

500 professionals work with and support children and teenagers on a daily basis, in the following areas: psychological disorders, written and spoken language disorders, cognitive impairment, psychiatric disorders, child protection, and judicial youth protection.

Employees at the group headquarters in Phalsbourg and Fondation Vincent de Paul have set up a scheme to provide support for young people in the partner foundation's care.

The aims of this support are to:

- encourage them to take initiatives
- open up their horizons to the outside world
- get them involved in a project
- to value them and their commitments

Volunteer employees have received two groups of 13 youngsters from the Mathilde Salomon centre in Phalsbourg on the company's premises to present the company, their jobs, their career paths and their life experiences.

The aim being to enable them to learn about the corporate world, give them some markers and generate a desire to integrate the world of work.

In addition, 16 young people underwent some initial first aid training at the centre, given by an FM employee who is a volunteer fireman and first aider. The



## Corporate

26 beneficiaries  
and 12 FM employees  
involved.



Photos taken during the implementation of the pop-up restaurant project.

participants paid close attention, as they realised the importance of sharing skills.

The young beneficiaries of the scheme also took part in events organised by FM at its group headquarters in Phalsbourg, such as cinema-themed meal and a Christmas market, where they were able to run a stall selling objects they had made themselves during an educational handicrafts project.

Also, the young people and professionals at the Louise de Marillac children's centre spent several months «cooking up» a big project... a pop-up restaurant. The idea was to share a truly out-of-the-ordinary experience, with big stakes: to open a restaurant serving 40 guests for one evening! Four teams of young people divided the tasks between them: decoration, waiting on, cooking and making the desserts.

The project covered every aspect: "job ads", application letters and CVs, interviews, exchanges with professionals, meetings, sharing and transmitting knowledge, looking for partners... They really got a lot out of this project:

- Making a commitment
- Getting out of your comfort zone
- Accepting the idea that pleasure is not necessarily immediate and that effort pays off
- Seeing a project all the way through
- Learning endurance

- Doing things together
- Being proud of yourself.

To support this project, 5 employees were among the «guests», a great pleasure for them - and their taste buds!

The scheme run with Fondation Vincent de Paul continues and is being enriched with new actions, such as a homework help scheme involving FM employees. In preparation to take part in the scheme, the volunteers met with a Fondation Vincent de Paul psychologist to help them to understand these teenagers, their issues and their behaviours, so that they can communicate with them and support them better. ♦

### FOCUS.

#### Those involved speak out

##### **Sarah, leader of the project steering group at FM:**

"I wanted to get involved with a project with the Foundation, after the meeting with Fondation Vincent de Paul.

As a mum myself, I was touched by the accounts of the representatives of the different structures. They talked to us about their daily work and their vocation, which is to help and take care of vulnerable children and teenagers, who have complicated back stories.

I understood that they have needs that are actually very simple, easy and quick to implement, that they just need people like us to give up a little of our time and share some of our professional and non-professional skills. [...]

We've managed to win their trust and arouse their curiosity; now they want to take things further and set up other actions with FM."



## Mentoring young students

FOR YOUNG PEOPLE AGED 14 TO 18 FROM THE MIAO ETHNIC MINORITY, WHO ARE SEPARATED FROM THEIR FAMILIES

Since 2016 FM Logistic's Chinese subsidiary has been funding the "Couleurs de Chine" association.

The announcement of the creation of the FM corporate foundation motivated the teams to take their involvement further.

A mentoring project has been set up on the Taicang site.

In order to ensure the project is a success, the FM team and the partner association have defined what is expected of this scheme, both for the beneficiaries and the mentors.

### **Our partner: Couleurs de Chine**

An association that was set up 30 years ago with the aim of facilitating the education of children from poor families, especially girls.

Photo page opposite, Françoise Grenot-Wang, founder of the association "Couleurs de Chine".



# China

3 beneficiaries  
and 6 FM employees  
involved.



The volunteer employees had never been involved in mentoring before and so the association supports and advises them in their new role

With this sponsorship scheme, the aim of the FM employee volunteers, was initially to forge ties with the youngsters and facilitate their discovery of the business world, then to widen their horizons, playing a role as guides in their future vocational orientation. ◆

## FOCUS.

### Extracts from letters sent by the young people to the mentors

**Wu Jiawei :**

"First of all, I would like to express my sincere thanks. Above all, you have given me support and encouragement in spirit and learning. [...]"

Without your help, I would have had no chance of studying and being able to change my family's condition for the future. I can also better help children who, like me, are living a difficult life. [...]"

Thank you very much for giving me hope. With you, I am not worried about my schooling any more."

**Rong Yishu :**

"I am going to study hard and strive to succeed quickly, to meet your expectations; your support has been

a great surprise for me. [...] with your assistance, I can turn the pressure into a driving force [...]. I will be an altruistic person, so that more families do not let their children drop out of school because of poverty."

**Shi Juqing :**

"When I went to school, I didn't know the campus where I would be living. I was a bit scared and I even felt inferior because of my family being poor. I couldn't settle down and study. There was really a lot of pressure. Thanks to your encouragement and your support, my life and my studies have been secured. Now I can concentrate on my studies and get rid of the shadow that was hanging over my heart. I have found the path of unrelenting work. For the ideal, I have worked hard and persevered. [...] Thank you again for your concern for me. I am going to create a better future for myself. This is my story of courage and confidence."



## "Successors Academy" - setting up a scheme to promote vocational and social integration

FOR YOUNG ORPHANS AGED  
14 TO 18.

This scheme was launched with the aim of integrating young people into society and teaching them personal independence.

Each one of them becomes a participant in the FM logistics Successors Academy. Being a «successor» means knowing your strengths, releasing and understanding how to realise your potential.

Over the year, the teenagers familiarise themselves with the logistics business and discover the jobs they could choose and get in the future. Each participant in the Academy attends motivation and training sessions, goes on excursions to the Chekhov, Noginsk or Moscow platforms, takes over 20 career orientation tests and works on an individual project.

The FM supports the successors by acting as experts and mentors, giving talks, supporting

Participants in the FM Logistic's successors academy, with their mentors and the FM coordinator.

**Our partner:**  
**DetskiyeDomiki**  
A voluntary body created 20 years ago, its vocation is to help children in orphanages and to create equal life chances for the children independently of their families.



# Russia

60 beneficiaries  
and 29 FM employees  
involved.



Young beneficiaries of the "Successors Academy" during a training session led by an FM employee

the children and enabling them to become exemplary adults.

"It is crucial for us to inspire the children and arouse a sincere interest. This is why each of our meetings is based on a learning-through-fun approach. This method is known all over the world as "edutainment". The main thing is to maintain a balance between education and entertainment", says Anastasiya Soldatkina, coordinator of the training scheme.

"DetskiyeDomiki", a charitable foundation, provides precious support for the project. Their in-depth knowledge of the needs and particularities of the home has enabled us to provide more targeted, relevant help. They also provide organisational support for the vocational orientation process, as well as for the work with teachers (organisation of the communication between the orphans and FM, coordination of the FM actions, administrative management of documents).

At the end of the process, the DetskiyeDomiki Foundation team will evaluate the experience acquired at FM and give the young people guidance on their decisions on their future careers. ♦

## FOCUS.

### Interview with Sveta ROZANOVA, head of the DetskiyeDomiki foundation, by Anastasiya SOLDATKINA, representative of FM Foundation in Russia and coordinator of the training scheme:

#### How is Successors Academy useful to its beneficiaries?

"For the children who live in the home - teenagers from disadvantaged families -, it is very important for them to see with their own eyes the possibilities that exist for them for their future adult lives. The positive examples they see are an incentive for them to study harder and to choose a profession. Widening horizons, discovering the wide diversity of jobs available, having the opportunity to work in a fulfilling job, these are the things that increase the teenagers' chances of a successful future. Participation in the scheme enables these youngsters to distinguish themselves from their peers, gives them value and importance in their own eyes. The classes enable them to see themselves and their classmates in a different light. With the support and approval of adults with authority, the young people's self-esteem is boosted. They realise what demands employers could have of them in the future."

#### Why is it important to involve representatives of the company in the scheme?

"A representative of the company becomes a living example of the successful building of a career, a mentor, a friend for the boarders. It is only thanks to the personal involvement of employees and managers of the company in the scheme to help disadvantaged children, that an adult with authority sets a good example, becomes someone they can communicate with, who they can ask questions and get simple, comprehensible answers from on complex issues they may have in their lives. In addition, for the employees involved themselves, participating on a personal level in charity work is important. It is a «job» that really brings them happiness. Volunteering for the project reinforces relationships within the team and increases loyalty to the company. It's really good to be working in a company that is not just concerned about profits, but also about those in need."



## Other solidarity actions

As well as the projects supported by FM Foundation, the group's sites are also naturally involved in a host of other solidarity actions. Some of them are close to the social object of the Foundation and in time it may also support and promote them.

Beneficiaries of a solidarity campaign  
in Romania.







## Group headquarters

### **SUPPORTING THE INTEGRATION OF DISABLED WORKERS**

For 3 years, staff in Phalsbourg have been able to have their cars cleaned under a scheme with the local disabled workers centre (ESAT).

### **PARTICIPATION IN THE NATIONAL FOOD BANK SCHEME**

Staff in Phalsbourg were able to volunteer for a day to man food bank collection points, receiving donors and contributing to food aid for associations and local authority welfare centres.

The concierge service supported this action by donating a trolley of food.

### **COLLECTION FOR THE "ANNE MARIE SOEUR DU MONDE" ASSOCIATION**

After the success of previous collections, the "recycling/reuse" working group in Phalsbourg organised another collection of clothing, toys and other items for the "Anne-Marie Soeur du Monde" association, a humanitarian organisation that campaigns for human dignity and solidarity in Madagascar in favour of all those whose life is no longer a decent life.

### **COLLECTION OF WORK CLOTHES FOR THE "CRAVATE SOLIDAIRE" ASSOCIATION**

"Cravate Solidaire" is an association that works in the field of vocational integration, support jobseekers in their efforts to find work by organising mock interviews, monitoring their applications and collecting work clothes from companies and private individuals.

For the third year running, staff at Roissy have generously donated items they no longer

use, contributing to the collection of 53 kg of accessories and clothing: a resounding success!

### **SUPPORTING THE "SOS VILLAGES D'ENFANTS" ASSOCIATION**

Staff at Roissy had the opportunity to support the protection of children's rights by signing up for a fun workshop making organic cosmetics. The total amount of funds collected in fees to participate in this activity was donated to the association, after being topped up by the Sustainable Development Committee.

## Italy

### **PARTICIPATION IN THE NATIONAL FOOD BANK COLLECTION**

Like last year, Italian employees once again volunteered to take part in the food collections alongside members of the "Fondazione Banco Alimentare".

## Czech Republic

The Czech Republic has been supporting the Leontinka foundation for eight years. FM thus helps visually impaired children and adults, by partnering newborns and the summer concert organised by visually impaired students at the Jezkova conservatoire, as well as providing the logistics for a visually impaired team taking part in a relay race called the Vltava Run.



## Spain

"Castellers de la Illusion" - a human tower of FM employees and disabled people

### CHRISTMAS COLLECTION IN AID OF A FAMILY CARE CENTRE

Since 2012, Spain has offered its employees the chance to take part in a scheme called "Blue Hearts" which aims to develop employees' personal life skills and unite them in a common purpose by engaging in various projects outside the workplace.

This year, 23 initiatives have been approved, including three projects that are very close to the Foundation's social object:

- "Castellers de la Illusion": Social inclusion of disabled people in a human tower

- "La Casa de Aaron": Employees on the site are helping a voluntary organisation, La Casa de Aaron, which provides support and care for children suffering from rare conditions and children with special needs.
- "Cabanillas solidaire": Employees at the Cabanillas site support local collectives that help children, the unemployed and various social charities.

## France

In 2018, 19 French platforms are involved in a scheme entitled "Blue Touch", which sponsors or organises 176 humanitarian, environmental and social projects and activities as well as sponsoring sports and cultural events.

40% of these actions are directly in line with the Foundation's social object.

### GIFTS IN KIND

- Collections of food and toys in aid of *Restos du Cœur* and the *Secours Catholique*
- Collection of used spectacles which are sent all over the world to help less fortunate see better
- Donations of furniture to a food bank.

### PARTICIPATION IN CHARITY SPORTS EVENTS

- Runs in aid of local charities that help to improve life for children in hospital or work to overcome childhood cancers and cystic fibrosis.
- ADECCO Monde "Win4youth 2018" scheme: sponsored swims, runs and bike rides are organised to fund charities that combat the exclusion of young people
- "Moon Run" obstacle races to raise money for the Restos du Cœur charity
- Sponsored race in aid of cancer research.

### FINANCIAL DONATIONS

Donations to charities such as "Vaincre la Mucoviscidose" (cystic fibrosis) or "Les Vents d'Heures", which funds work to improve disabled facilities, but also in aid of orphans or children with leukaemia or cancer.

### FACILITATING THE INTEGRATION OF THE DISABLED

- Collection of plastic bottle tops, which are sold for recycling to fund projects for disabled children as well as protection the environment

- Partnership with a work assistance and service establishment on a laundry service project Purchasing of office supplies from "Handiburo", a sheltered workshop
- Sale of brioches to FM employees in aid of UNAPEI, to help fund projects to assist disabled adults
- Billiards for Beginners afternoon for youngsters with Down's Syndrome
- Collection of used telephones, whose components are recycled to fund trekking trips all over the world for disabled children
- A day-in-the-company event for youngsters with learning difficulties.

## Poland

### CHRISTMAS COLLECTION IN AID OF A FAMILY CARE CENTRE

25 employees at the Mszczonów collected toys, sweets and clothes in the run-up to Christmas for a family care centre run by an FM employee and his wife.

### TOYS FOR DISADVANTAGED CHILDREN

Manufacturing samples of toys stored at Mszczonów and Tomaszów were donated, with the customer's blessing, to the municipal social welfare centre in Mszczonów and an orphanage in Tomaszów. A great example of a solidarity network in action.

### ANNUAL SUPPORT SCHEME FOR 41 ORPHANED CHILDREN

Representatives of the Błonie platform visited the Gicayca orphanage. They brought a packet of sweets, books and school supplies for each child.



### **ACTION IN AID OF MEDICAL CARE FOR THE NEEDY**

On several of the Polish platforms, employees organise a collection of plastic bottle tops. The funds raised are used to finance expensive medical treatments not covered by the ministry of health.

## **Romania**

Children's Christmas carol concert 2018 supported by FM employees in Romania.

### **SUPPORT FOR YOUNG PEOPLE IN THE "SOS VILLAGES D'ENFANTS" CENTRES IN BUCHAREST**

At Christmas, employees at Bucharest organise a collection of gifts for the 5 to 15 year-olds at the centre and come and spend time with them when they hand out the gifts.

Also, food donations made by our customers for these children are regularly transported by the company.

### **CHARITY RACE**

An FM team took part in the 8<sup>th</sup> edition of a charity race and walk against breast cancer organised by Casiopeea in Tineretului Park in Bucharest. The aim was to support and bring a smile to women who are battling or have survived breast cancer. This solidarity project helps to improve life for patients with breast cancer.

### **PARTICIPATION IN THE L'ORÉAL "GROWING GREAT" OBSERVATION SCHEME**

FM Romania welcomed 7 young people from orphanages aged 14 to 18 to the Bucharest platform where they were able to observe the warehousing activities.



## Russia

### **DONATIONS OF LOGISTICS AND TRANSPORT SERVICES**

Employees at head office organised the loan of a truck to transport humanitarian aid and 150 New Year's gifts for children in 4 orphanages in Volsk, 1,000 km from Moscow.

The Orudyevo site bussed children from a local school to take part in a charity concert in Moscow.

### **BLOOD DONATIONS FOR SICK CHILDREN**

FM Russia's head office and the Khimki transport and logistics sites organised a blood collection. All the blood collected was sent for use treating seriously ill children at the paediatric oncology department at the Balashikha medical centre in the Moscow region.

### **SPONSORING A BUSINESS GAME ORGANISED BY THE STUPINO GOVERNMENT CENTRE FOR ADOLESCENTS**

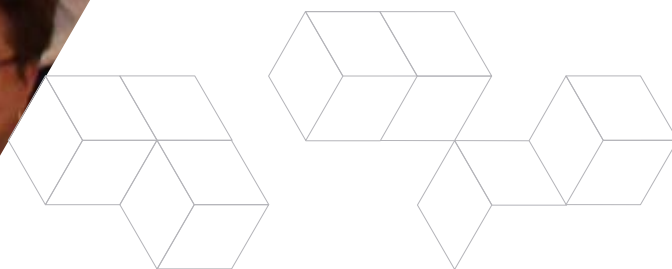
The Titled site sponsored a business game organised by the Stupino government centre for adolescents. This is a career-oriented game for teenagers interested in blue collar work. The dual aims of the project are vocational integration and promotion of the employer brand.

### **DONATIONS IN KIND TO THE "ALBATROS" CENTRE, A GOVERNMENT-RUN SOCIAL REHABILITATION CENTRE**

For 5 years now, employees at the Titled site have been supporting this centre with twice-yearly collections of office supplies and other gifts in aid of about twenty children from vulnerable family backgrounds aged 3 to 16.



Children at the "Albatros" centre in Russia, with toys collected by FM employees



### **SUPPORTING THE UNDER-THREES AT THE "ALEXANDROVSKY" ORPHANAGE**

FM employees collected baby food, clothes, toys, nappies and washing products. The FM Russia management committee specially organised one of its monthly meetings near the orphanage so that they could visit the children before the meeting and be there when the donations were handed over, just before the New Year celebrations. To thank them, the members of the FM management committee were treated to a concert performed by the children.

### **PARTICIPATION IN THE RENOVATION OF THE BALASHIKHA REHABILITATION CENTRE**

The children's oncology department has moved into a new building. To support the centre, which has a sorely limited budget, the Elekrougly

site paid for the replacement of the floor covering in the games room to bring it up to the standards required in medical institutions.

### **CONTRIBUTION TO RENOVATIONS COSTS IN AID OF THE "POWER OF FAITH" FOUNDATION**

This foundation has opened a children's clothing collection centre, the "Kind Room", to help those in need (large or single-parent families, disabled and elderly people as well as struggling families).

The Khimki site supported the foundation by paying for the installation of new doors when the "Kind Room" was refurbished.

### **SUPPORTING THE DMITROV RESIDENTIAL CENTRE FOR CHILDREN WITH DEVELOPMENTAL DIFFICULTIES**

The actions started with donations in kind for the New Year celebrations.



# Plans for the future

To develop actions in all our countries and to promote solidarity networks.

Some of the toys donated by FM to disadvantaged children in Russia.





Поздравьте ребят из "детского  
социально-реабилитационного  
центра Альбатрос"  
с Новым Годом!



Кому *Деду Морозу*  
Куда *Великий ул.*  
*Усть-Ижма*  
от кого  
*от ребят Альбатрос*  
Индекс *162349*

**FM** → **LOGISTIC**



## Italy

### Project "Which language at home? Which language at school?"

This project will be the first proposed by the Italian teams and supported by the Foundation.

The aim is to help children from immigrant families aged 4 to 7, born in non-Italian speaking families to become bilingual and catch up with their Italian.

These youngsters are being helped by the "La Nostra Famiglia", a charity whose vocation is to promote dignity and quality of life through rehabilitation interventions for the disabled and children and teenagers. The association aims to provide assistance not only with the disability itself, but also the personal suffering and family difficulties that go with it.

The ambition behind this project is to carry out preventive action. It will consist of setting up language workshops with speaking and writing activities in the local language for children and their parents.

The lessons will also aim to pick up any linguistic difficulties requiring enhanced support and to



Supporting  
children's learning



A group of learners taking part in a language class

facilitate progress and prevent future educational difficulties.

Volunteer FM employees in the Milan area will help the partner association to organise workshops for children, preparing equipment and helping the operational teams to interface with families thanks to their own linguistic abilities.

It looks like being very rewarding experience for all concerned!

### "Start Again!" project

Motivated to take their commitment a step further, some Italian teams put forward a proposal for another project, which has now been validated by the Foundation's board.

One employee was involved when he was a student in the actions of the AVSI foundation.

When the FM Foundation was set up, he had the idea of proposing the co-construction of a project with this organisation as a partner.

This non-governmental organisation created in 1972, implements development aid projects focused on education in particular. The cornerstone of all its projects is the defence and promotion of human dignity.

The aim of this project will be to set up a support programme to enable young female refugees to boost their self-worth.

In concrete terms, it will involve training and integrating into the world of work refugee girls and women aged 18 to 35 who have been in Italy for less than 4 years, who have a residence permit, but have not yet mastered the Italian language or benefited from much education.

After developing their general skills, they will be given technical training and will have the opportunity to do a placement at FM Logistic.

FM employees at the Pieve Emanuele and Vellezzo Bellini sites will be able to get involved in the project as:

- trainers, teaching the basics of logistics and financial management
- mentors, taking the trainees under their wing during their placement
- project coordinators, monitoring the project and the key performance indicators of the placements with the partner.

This project also has a quite innovative feature in that it is the first time the AVSI foundation has extended its projects to the logistics sector, which now joins the scope of its integration schemes. ♦



Marie-Laure, Director of FM Foundation on a visit to the premises of our partner SAMPARC, in India.

## India: "Rainbow" project

India will be continuing its action in favour of integration through vocational training, joining forces with the SAMPARC organisation.

SAMPARC is a non-profit organisation that was set up in Pune in 1990, which provides rehabilitation services, care, educational and rural development schemes in aid of young orphans in need, who are defenceless and disadvantaged, as well as children from poor rural and urban communities.

Children are referred to SAMPARC by the district child welfare service/children's court.

The aim of this project is to enable its beneficiaries to find a job by funding their studies an organising a logistics training course leading to the awarding of a certificate.

31 young people aged 18 to 25 benefited from the scheme.

They are mainly orphans, children from one-parent families or children of sex workers or prisoners.

The young beneficiaries will all be students in their last year of school or college.

FM employees will bring their skills to the scheme, preparing and giving vocational training covering 14 trades represented at FM Logistic.

This will give the young people a basic educational grounding that will help them to get jobs on the open job market: genuine social transformation for them. ♦

31

beneficiaries for the "Rainbow" project



Children from the "Aistyonok" centre visiting FM Logistic

## Russia: "Aistyonok" project

The Foundation's board has validated a new project proposed by the Russian teams.

Employees at FM Chekhov wanted to sponsor and assist children in need.

To do so, they have chosen to form a partnership with a government centre for the social rehabilitation of minors, the «Aistyonok» centre in Chekhov.

The centre was created in 2000 with the aim of preventing child neglect and homelessness and of rehabilitating minors who find themselves in difficulties by providing social, psychological, educational and legal assistance.

The actions carried out benefited 21 children aged 3 to 13. These are children whose parents are being stripped of their parental rights or who have shown deviant behaviour or who suffer from a disability.

These are children who need to be loved and cherished, who need to communicate with adults, to get out and see new places, to learn right from wrong... all the things that will turn them into rounded human beings... and which FM volunteers

will be helping to provide.

Their commitment will involve participating in an educational programme to support the healthy and harmonious development of the children through:

- visits to the centre
- excursions to FM Logistic
- educational and entertaining trips and outings
- fun activities.

As well as this gift of their personal skills, the FM group and its Foundation will be contributing to the refurbishment of the centre, by funding the replacement of the windows and ventilation system. Employees from the group's platform design and construction arm, NG Concept, will also be involved, bringing their skills to the management of the renovation of the building and mobilising its suppliers to help out.

A touching project that combines the multiple skills of the different branches of the FM group with driving a solidarity network. ♦



## France: "Les clowns de l'espoir" project

An operational manager at the Ressons platform took the initiative of asking FM Foundation to support the "Lesclowns de l'espoir" association.

This is a charity that is a benchmark in interventions in hospitals.

It aims to improve the quality of life of children in hospitals in the Hauts de France region in northern France, with weekly visits from clowns and sandmen, during which they try to involve parents, the family and carers in active and appropriate ways.

The association works with 13 hospitals in its local region, covering 26 paediatric departments (cancer, dialysis, etc.)

In order to raise funds for the charity and support these rays of hope and sunshine who do so much to boost the morale of hospitalised children, a raffle will be organised among FM employees on the Ressons site. FM Logistic France and FM Foundation will make a financial contribution on top of each raffle ticket sold.

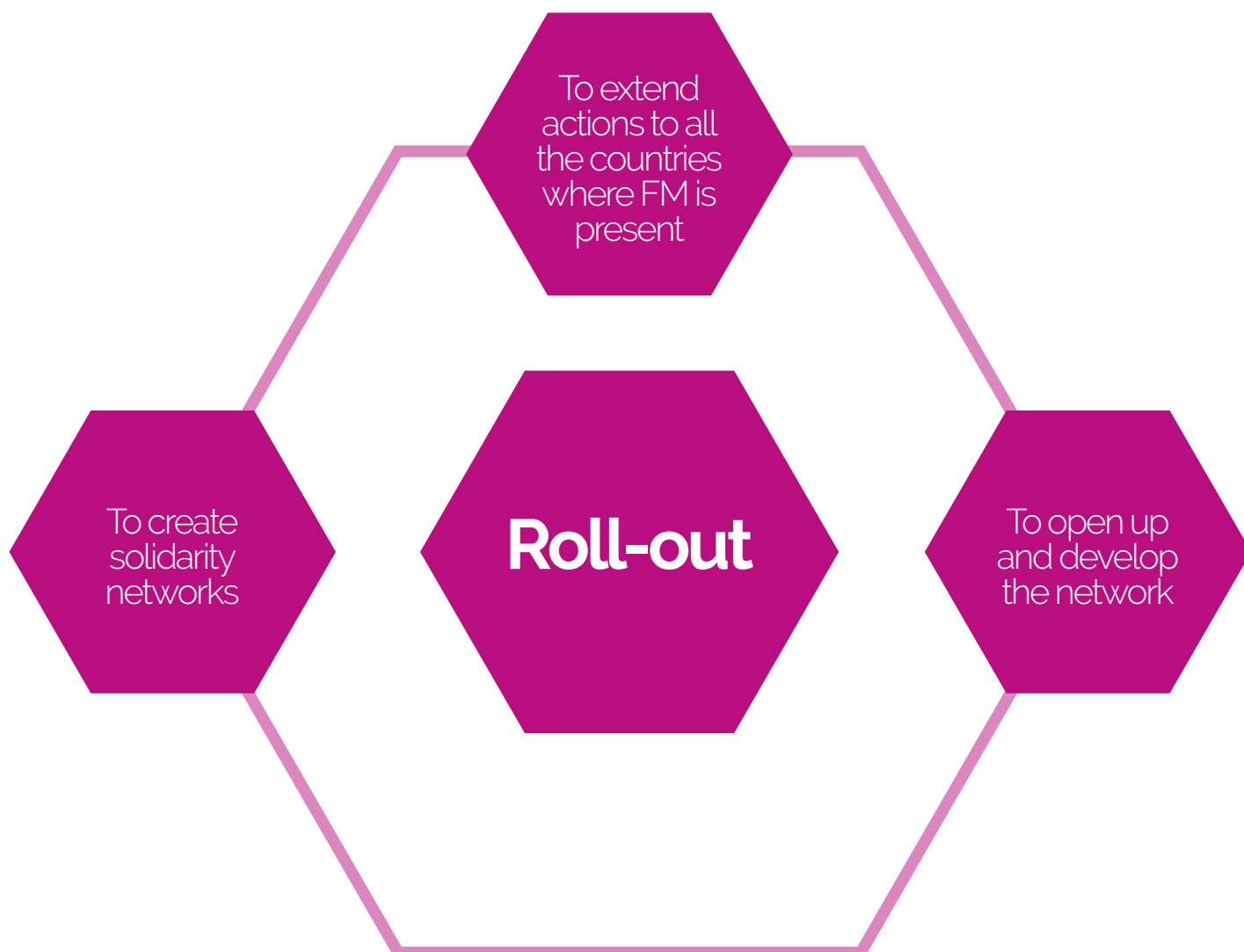
In addition, to promote the association and develop its services, volunteers from FM's communication department are going to help make a promotional film.

An alliance of skills put to good use and an innovative way of raising funds that really appealed to the board of administrators. ♦



Training of mentors in Poland

## Our ambitions for the future





# Financial information





## Balance sheet

Assets	31.03.2018	31.03.2019
Intangible assets		
Tangible assets		
Long term investments		
<b>FIXED ASSETS</b>		
Stock and work-in-progress		
Cash	165,870	285,544
<b>CURRENT ASSETS</b>	<b>165,870</b>	<b>285,544</b>
<b>OVERALL TOTAL</b>	<b>165 870</b>	<b>285 544</b>

Non-current	31.03.2018	31.03.2019
Association funds (non-returnable)		
Carryforward		159,870
Profit/loss of the financial year	159,870	107,274
<b>TOTAL</b>	<b>159,870</b>	<b>267,144</b>
Dedicated funds		2,200 <sup>(1)</sup>
Provisions for liabilities and charges		
<b>TOTAL</b>	<b>0</b>	<b>2,200</b>
Financial debts		6,000 <sup>(2)</sup>
Unbilled payables		6,000
Remainder still to be paid on a commitment given	6,000	4,200 <sup>(3)</sup>
<b>TOTAL</b>	<b>6,000</b>	<b>16,200</b>
<b>OVERALL TOTAL</b>	<b>165,870</b>	<b>285,544</b>

## Income statement

	31.03.2018	31.03.2019
Founders' donations	200,000	200,000
<b>OPERATING INCOME</b>	<b>200,000</b>	<b>200,000</b>
Donations	40,000	73,334 <sup>(4)</sup>
Other expenses	104	19,389
<b>OPERATING EXPENSES</b>	<b>40,104</b>	<b>92,723</b>
<b>OPERATING PROFIT/LOSS</b>	<b>159,896</b>	<b>107,277</b>
Financial income	0	0
Interest and similar charges	26	3
<b>FINANCIAL EXPENSES</b>	<b>26</b>	<b>3</b>
<b>FINANCIAL PROFIT/LOSS</b>	<b>-26</b>	<b>-3</b>
<b>NET PROFIT BEFORE TAX</b>	<b>159,870</b>	<b>107,277</b>
Extraordinary income		
Extraordinary expenses		
<b>PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES</b>		
<b>TOTAL INCOME</b>	<b>200,000</b>	<b>200,000</b>
<b>TOTAL EXPENSES</b>	<b>40,130</b>	<b>92,726</b>
<b>PROFIT OR LOSS</b>	<b>159,870</b>	<b>107,274</b>

(1) Commitment given to FM Vostok, 'Successors Academy' project

(2) Donations from the FM Overseas founder paid in one go for 4 years

(3) Project with 'Independent Robinsons Foundation' in Poland

(4) Donations :

- FM Logistic Do Brasil €48,000
- FM India €9,134
- Robinsons Foundation €14,000
- FM Logistic Vostok €2,200

The annual financial statements for the financial year ended 31 March 2019 show a balance sheet total of €285,544 and an amount carried forward of €107,277.

The amount allocated to FM Foundation for its multi-annual programme of action is €1,000,000, to be paid at the rate of €200,000 per year, as of the publication in the French official gazette and until 31 March 2022.

## ACCOUNTING RULES AND METHODS

The accounting conventions have been applied in line with the principle of prudence and in accordance with the basic hypotheses: going concern principle, permanence of the accounting methods from one financial year to the next, independence of each financial year in accordance with the general rules for the drawing up and presentation of annual financial statements.

The basic method used to value the items recorded in the accounts is the historical cost method. The financial period presented here covers 12 months, from 1 May 2018 to 31 March 2019.

Only significant information is mentioned.

### OPERATING INCOME

The operating income consists of the payments by the Founders for the multi-annual programme of action.

### OPERATING EXPENSES

The sponsorship operations are recorded as soon as the commitment is made to pay them within the financial year.

### CHANGE OF METHOD OF VALUATION

No changes in presentation method occurred during the financial year

### OFF-BALANCE SHEET COMMITMENTS

#### 1) Commitments received

In application of the articles of association, the founders will pay into FM Foundation for the multi-annual programme of action:

- €200,000, at the latest by 31 March 2018
- €200,000, at the latest by 31 March 2019
- €200,000, at the latest by 31 March 2020
- €200,000, at the latest by 31 March 2021
- €200,000, at the latest by 31 March 2022.

#### 2) Commitments made

FM Foundation has undertaken to pay €2,200 in 20018 to the Independent Robinsons Foundation in Poland.

**Design and production:** Foundation representative

**Graphics, layout:** Magali Germain.

**Photo credits:** FM Group, Patrick Aventurier, Emmanuelle Delattre, Nicolas Boschetti / Fondation Vincent de Paul, Jean-François Bohler / Studio Pygmalion, Philippe Castaño, Luc Benevello, Dmitry Nezhdanov, Nicolas Guerbe, Sylvain Larose, Barbara Grossmann, 123RF.

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**FM Foundation**  
Rue de l'Europe  
F-57370 Phalsbourg  
France  
+33 (0)3 87 23 12 12