



Annual  
Report  
2020/21

# All together for a more inclusive society



DZIAŁAJ

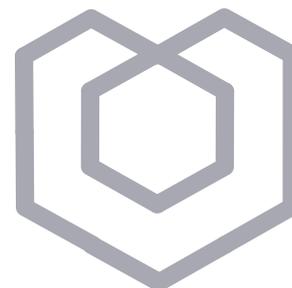


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**FM** FOUNDATION  
Act locally for



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# *"I am particularly proud of the impact FM Foundation is having, serving the most vulnerable in society, and of the work we have done around our sites."*

Jean-Christophe Machet, Chairman of FM Foundation

For more than a year now, Covid-19 has been raging worldwide, and the countries where we operate have been hard hit. This public health crisis, unfortunately, has had some far-reaching economic and social consequences. Countries, organisations, ordinary people are all facing bigger difficulties than before. Isolated people have become even more isolated. Populations whose lives are precarious at the best of times find themselves even more exposed.

And added to this background of heightened difficulties, there are the tensions inherent in the duration of the crisis. It is in these times of suffering that the foundation proves its

value. I am particularly proud of the impact FM Foundation is having, serving the most vulnerable in society, and of the work we have done near our sites. In the pages that follow, you can find out more about the type of work we are doing and the impact it is having.

At a time when the Covid-19 health crisis has still by no means gone away, I hope that we can do more, that we can mobilise the resources of the FM ecosystem and the energy of our employees to help and support the most vulnerable populations to come through this cruel crisis. It is spurred on by this fierce determination that I thank the Foundation's teams and the FM teams for the work they have done and their unfailing energy, which I can only hope will be continue and be multiplied.



  
**Jean-Christophe Machet**  
Chairman of  
FM Foundation



***"FM group employees have shown great commitment and strengthen the meaning to FM Foundation. >>***

Marie-Laure Faure,  
Director of FM Foundation



**Marie-Laure Faure**  
Director of  
FM Foundation

In this unprecedented period, FM group's staff have been highly mobilised to help children and adults in need who have been disadvantaged even more by the health crisis. We have redoubled our commitment in the face of the social emergency. As well as the projects already underway, FM Foundation has rolled out an exceptional programme to cope with the state of emergency. Our employees have listened carefully and looked for ways to

help the organisations and people that needed it. At the same time, and in spite of the social distancing imposed by the pandemic, we have managed to maintain our relations with our partners. Our employees and partners alike have shown openness of mind and great inventiveness in reorganising and adapting to keep as many of our actions going as possible. And that is how they have strengthened the meaning and *raison d'être* of the Foundation.



# The performance of sponsorship

The performance of sponsorship requires an efficient and lively organisation

## »»»» An effective organisation

FM Foundation is managed by a board of administrators. Its members' expertise and the combination of their skills brings professionalism to the FM's group's sponsorship activities by determining the Foundation's orientations, deciding its budget and ensuring its good management.

The Board of Directors

> Directors representing the founders

	<p><b>Jean-Christophe Machet</b> Director of FM Foundation and CEO of FM Logistic</p>		<p><b>Pierre Orsatti</b> Vice-Chairman of FM Foundation and Managing Director of NG Concept</p>		<p><b>Cécile Cloarec</b> Director Human Resources of FM Logistic</p>
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Directors representing the founders

<p><b>Yannick Buisson</b> General Director of FM Logistic France</p>		<p><b>Daniel Ciz</b> Treasurer of FM Foundation and Chief Financial Officer of FM Logistic</p>	
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Qualified external directors

	<p><b>Jean-Pierre Haemmerlein</b> Director of the Fondation Décathlon</p>		<p><b>Vanessa Engel</b> Philanthropy Manager at J.P. Morgan</p>
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Permanent guest members

	<p><b>Axelle Ratte</b> Director of Methods and Industrialisation at FM Logistic</p>		<p><b>Olivier SZYPERSKI</b> Director of Operations FM Russia</p>		<p><b>Guillaume CARMENT</b> Activity manager on an FM Logistic platform in France</p>
<p><b>Marie-Laure Faure</b> Director of FM Foundation and FM Group Values &amp; Shareholder Relations Director</p>		<p><b>Sabrina Konrath</b> Delegate General of FM Foundation</p>			



## »»» A lively organisation

*The solidarity and enthusiasm shown by company employees enables them to act for a more inclusive society.*

Since it was created in 2017, FM Foundation has been supporting actions by FM group employees in two areas:

**Integration:** by getting involved in projects that enable people in difficulties or who are marginalised in society to acquire soft skills and know-how, to regain self-confidence and find their place in society

**Childhood:** by carrying out actions in aid of socially disadvantaged children or those at risk of exclusion, by improving their living conditions and their opportunities for personal development and integration.

The mobilisation of the company's employees through the **skills sponsorship** makes the actions supported by the Foundation more meaningful, whilst embodying the company's values: **trust, performance and openness.**

In each country where the company operates, local correspondents promote the Foundation and support employees in implementing solidarity projects with local partners. The actions supported by the Foundation therefore have a real **social impact at a local level, in the areas around FM's sites.**





# The impact of sponsoring

## FM Foundation in a few figures

2020/21 financial year

**5,689**  
BENEFICIARIES

**380**  
EMPLOYEES INVOLVED

**12**  
COUNTRIES INVOLVED

**243,670**  
ALLOCATED BY THE FOUNDATION

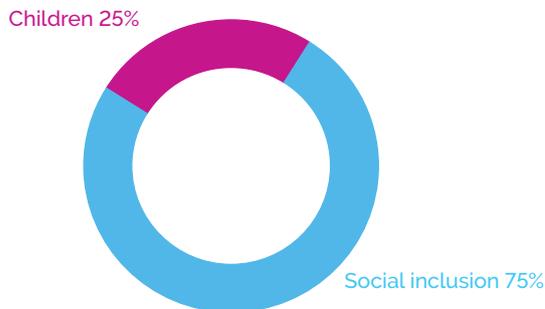
**430**  
DAYS OF SKILLS SPONSORSHIP

**12**  
PROJECTS SUPPORTED AND 1 EXCEPTIONAL PROGRAMME TO COPE WITH COVID-19

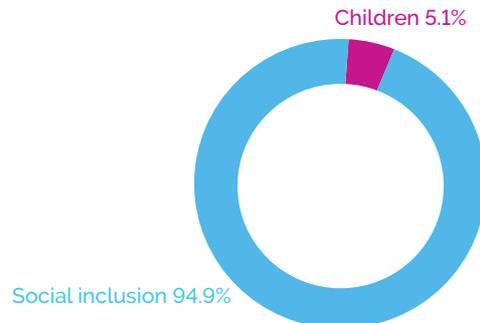
## Breakdown by area of intervention

Excluding the exceptional Covid-19 programme

Breakdown by number of projects subsidised



Breakdown of grants committed





COVID-19

## Act facing a social emergency

*To cope with the social and economic crisis caused by the coronavirus pandemic, in addition to its ongoing actions, FM Foundation undertook an exceptional support programme to help people in need.*

*From April to June 2020, thanks to the mobilisation of its team and of the group's employees, **4,000 people benefited** from **24 solidarity actions** implemented by FM Foundation in **9 countries**, with just over **€100,000** of funding.*



**France**

Help to buy ingredients to make and distribute 450 meals a day in Paris and the surrounding area.



**Spain**

Distribution of food parcels to 30 disadvantaged families.



**Italy**

Donation of 100 food vouchers worth €50 each to families in situations of social distress.



**India**

Donations of food products to 885 families in need for 2-months.

# HELPING THOSE IN DIFFICULTIES TO FEED THEMSELVES



**Brazil**

Donations of food and hygiene products to 660 families, children and vulnerable people.



**Romania**

Donations of food, hygiene supplies, cleaning products and protective equipment to 19 families with socially vulnerable children.



**Brazil**

Donations of food and hygiene products to 660 families, children and vulnerable people.

# ENABLING THE MOST VULNERABLE TO GUARANTEE THE NECESSARY LEVEL OF HYGIENE



**Ukraine**

Donation of 38 laptop computers to the children of SOS Children's Villages Ukraine to allow them to keep studying and benefit from psychological counselling.



**Russia**

Support for 50 children in 13 orphanages to help them escape their isolation and cope with their difficulties thanks to 500 distance learning lessons with teacher-tutors.



**Spain**

Support to maintain children's cancer research in Spain.

**SUPPORTING  
EDUCATIONAL CONTINUITY AND PSYCHOLOGICAL  
SUPPORT FOR YOUNG PEOPLE IN DIFFICULTIES**



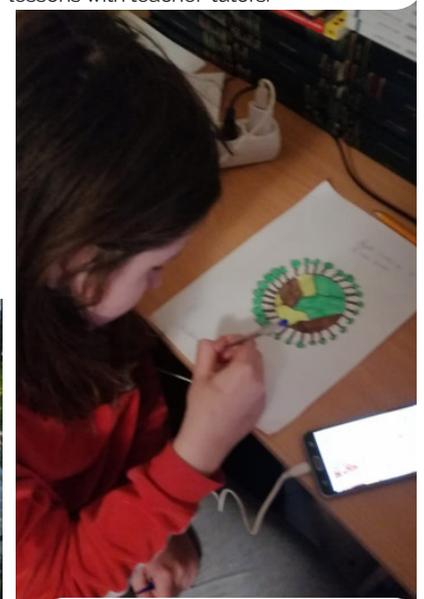
**Spain**

Donation towards speech therapy sessions for 3 children with special needs, and help to keep therapy activities running for 210 families with children with Asperger's syndrome.



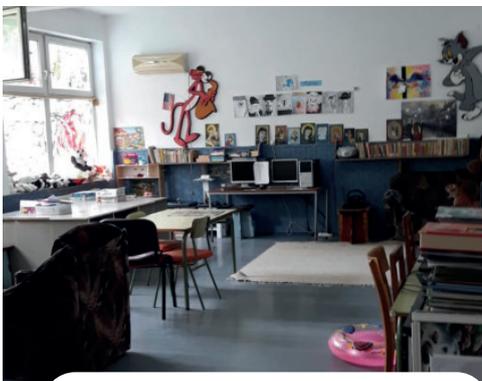
**Poland**

Donation of 17 laptop computers and other digital equipment necessary to proper distance learning for children in institutions and foster homes.



**Romania**

Donation of 4 laptop computers and 23 tablets for children at SOS Children's Villages Romania to allow them to keep studying.



**Romania**

Donation of food and hygiene products for disabled children living in an institution.



**France**

Donation of 3,000 masks to allow a safe return to school in Eastern France.

# Overview of our actions





*"The difficult conditions we have faced this year have not discouraged*

*our employees and our Foundation. We have remained mobilised, continuing to carry out actions in favour social integration assistance and aid of socially disadvantage children, working with partners who have continued their missions in spite of all the obstacles put in their way by the pandemic. The overview of our activities demonstrates the extent and impact of our sponsorship, which takes many forms: financial, in kind and in skills."*

Sabrina Konrath,  
Delegate General of FM Foundation



São Paulo. 2nd intake at FM Logistic School

## BRAZIL

# FM Logistic School with IOCHPE Foundation



Logistic School was created in 2018, the result of a partnership between the IOCHPE

Foundation, FM Logistic and FM Foundation. Two year groups have already come through the School and the 3rd is now in training.

The actions take place on the FM platform in São Paulo. Over nine months, the young people take general training modules designed to develop and improve the skills they will need in any type of job, technical modules to develop skills specific to the corporate world

in general and logistics in particular, vocational projects and practice to help them bulk out their curriculum vitae, as well as a wide variety of other activities (creativity and innovation, arts, theatre, languages, community projects and more). At the end, the young people receive a certificate awarded by the Federal University of Technology of Paraná (UTFPR) and recognised by the Ministry of Education (MEC) and they are ready to start their careers with a logistics services operator.



**The aim of this project is to provide vocational training in logistics, certified by the Federal University, for young people from poor areas near the FM platform situated at Anhanguera São Paulo.**



# 12

BENEFICIARIES PER CLASS: SOCIALLY VULNERABLE YOUNG PEOPLE FROM SÃO PAULO, AGED 16 TO 20

### Committed employees

28 employees were involved as trainers with the first year group and 20 with the second. A total of 1,520 hours of skills sponsorship have been invested in this scheme since it began.

### A financial commitment

€67,800 was committed for the first two year groups and €42,000 for the 2021 year group.

### A measurable impact

This project offers vocational training, aims to give the young beneficiaries the chance to build a better future and can lead to real job opportunities. And to prove it, all the beneficiaries who completed the first two programmes found a job when they finished their training.



São Paulo. Students at FM Logistic School taking part in a group activity in the FM warehouse

### PARTNER

## IOCHPE FOUNDATION

The IOCHPE Foundation, a non-profit organisation created in 1989, invests in the initial vocational training of socially vulnerable young people, working with companies that provide employees to act as volunteer trainers.

### *Other solidarity actions conducted by FM employees in Brazil*

#### Children's aid

Donation of toys at Christmas to 5 institutions near the FM platforms (São Paulo - the Prohacc charity, Canoas - the Transforming Pain into Love NGO, Contagem - the Amonp neighbourhood association, Itajai - the Children's Centre, Resende - the sacred Heart School)



Ivry-sur-Seine. Visit to the FM Logistic site by employees on the vocational integration scheme.

## FRANCE

# Partnership with Emmaüs Défi

**M**any synergies are explored between the activities of Emmaüs Défi, the jobs and skills at the FM group and FM Foundation's mission.

FM supports Emmaüs Défi via:

**> Skills-based sponsorship:**

Involvement of FM human resources with employees on vocational integration schemes to train them in transport and logistics,

Mobilisation of FM group employees' expertise to optimise the logistics in Emmaüs Défi's warehouses, One-off volunteering activities by FM teams taking part in solidarity actions at Emmaüs Défi's initiative,

**> Transport aid** carrying donated goods or orders prepared for the BSE (Solidarity equipment bank),

**> Storage aid** when there is no space for certain large donations in Emmaüs Défi's own warehouse,

**> Financial aid** to buy services, materials and/or equipment.

**A strong commitment from employees**

29 employees have already put in 170 hours of work on different sponsorship missions.

**A large number of beneficiaries**

Over the initial months of the partnership, from October 2020 to March 2021, the actions undertaken benefited 165 employees on a vocational integration scheme, all of them men and women who were in situations of great social marginalisation, recruited without any form of selection in emergency accommodation centres or sent directly by outreach teams in Paris, 22 permanent members of staff at the BSE and L'Équipage, 963 previously homeless households that receive aid from the BSE and have recently acquired

a permanent home.

**A financial commitment**

€30,000 for the 2020/2021 partnership

**A measurable impact**

The purchase of materials and equipment has enabled the number of collections of donations to be increased, generating more work for the employees on the integration scheme. As for the skills sharing activities, they have improved the safety and professionalism of the working conditions of the employees on the scheme, bringing them closer to the company's employees.



The Emmaüs Défi/FM partnership consists of developing Emmaüs Défi's activities with its beneficiaries over a three-year period.

**PARTNER**

## EMMAÜS DÉFI

Emmaüs Défi is a "social innovation laboratory" whose stated aim is to find the best solutions to combat extreme exclusion and allow everyone to regain their dignity and their place in society. Its main activity is the upcycling of second-hand goods donated by the public or by companies. These goods are sorted, repaired or upcycled, where necessary, so that they can be sold in the organisation's two shops in Paris. Emmaüs Défi runs several programmes, including

- an integration project that supports the most marginalised people to get on track to reintegrate society thanks to employment and more generally
- a cross-cutting project: a "solidarity equipment bank", the BSE, which provides equipment to families in difficulties and creates integration jobs
- an occupational integration company: L'Équipage, which supports the development of the BSE and enables some employees to gain marketable job skills in logistics.



# Be APE project

# 12

PARTICIPANTS AGED 18 TO 29 WHO HAVE EXPERIENCED GREAT EDUCATIONAL, SOCIAL OR FAMILY DIFFICULTIES OR WHO ARE AT RISK OF MARGINALISATION.

In 2017, the FM France and the Apprentis d'Auteuil Foundation teams have put together the BE APE (multi-skilled warehouse operative) scheme. With two year groups already having completed the scheme, the partnership continues with a third intake. Theoretical training provided by an external training centre allows the young participants to acquire skills essential to jobs in logistics and to take the handling equipment driving test (CACES 5). For its part, FM Logistic France provides training in risk prevention, safety and well-being at work, and a three-week immersion placement. The young trainees then join one of 4 FM Logistic platforms on a 6-month contract where they receive solid training under the supervision of a tutor and personalised help if necessary. After this period, the young people complete their training by acquiring a qualification in order picking and the CACES category 5 handling equipment driving licence. Throughout the programme, Apprentis d'Auteuil counsellors provide the young people with educational and social support.

## Committed employees

19 FM employees are involved in the 2021 programme and they have already put in 336 skills sponsorship hours (recruiting candidates, monitoring projects, tutoring).

## A financial commitment

€20,000 paid for the second year group  
€14,646 for the new 2021 intake.

## A measurable impact

This scheme builds the young people's self-confidence thanks to a robust training programme, which can help them to find a job.



Ressons sur Matz Les Apprentis d'Auteuil being trained on the job.



The aim of this partnership is to offer the young people on the scheme personal monitoring and social support from specialists in the field, to train them in logistics, to help them to discover and develop their own talents and find a job at the end of the scheme.

## **PARTNER**

# APPRENTIS D'AUTEUIL FOUNDATION

Apprentis d'Auteuil is a foundation that has had "public utility" recognition since 1929 and now supports over 30,000 young people and 6,000 vulnerable families. It supports young people in difficulties through social action, education, training and integration programmes in France and abroad with the aim of helping them to become free-thinking adults leading fulfilling lives. Over its 150-year history, Apprentis d'Auteuil has always adapted to meet the challenges of the times and it has developed its actions with the aim of intervening as early as possible to prevent social exclusion through education.



## FRANCE

# Partnership with Vincent de Paul

**S**ince 2018, FM Logistic Corporate, through FM Foundation, has linked up with the Vincent de Paul Foundation, to work with and support young people placed with it by the local authority child welfare services.

Since the beginning of the partnership and before the current public health crisis, groups of young people have made regular visits to the company's premises, where they are given a presentation of the what the group's head office and its staff do by volunteer

FM employees. Individual placements are also organised for young people interested in certain jobs.

Gradually, this partnership has been enriched with new actions such as individual homework support by FM employees.

FM employees also participate in well-being activities with the youngsters, devoting time to playing games, when the social distancing rules allow it, or by raising funds by selling objects made by the young people, to pay for activities or trips.



**With this partnership, FM Foundation is helping young people to progress in a structured environment, preparing them for their future working lives and building social connections.**

In July 2020, 9 teenagers took part in a competition, exhibiting their photos on the theme of "Covid-19" in FM Logistic's premises in Phalsbourg. The aim of these young artists was to continue forging ties by sharing their vision of this very peculiar period.

This partnership is constantly being reinforced with new actions. The most recent has involved the renovation of a pergola in the garden at a residential youth centre. The renovation work will be done by the youngsters, the team at the centre and FM group employees.

### **PARTNERSHIP**

## **FONDATION VINCENT DE PAUL**

The Vincent de Paul Foundation's Children's service helps vulnerable youngsters to grow up in a structured environment thanks to wide-ranging, multi-disciplinary support both at boarding school and in the home.



**Phalsbourg** the employees involved have forged close ties with the children at the Vincent de Paul Foundation.



# 15

YOUNGSTERS WITH PHYSICAL, PSYCHOLOGICAL OR SOCIAL ISSUES WHO ARE PLACED WITH THE FOUNDATION BY SOCIAL SERVICES

### Committed employees

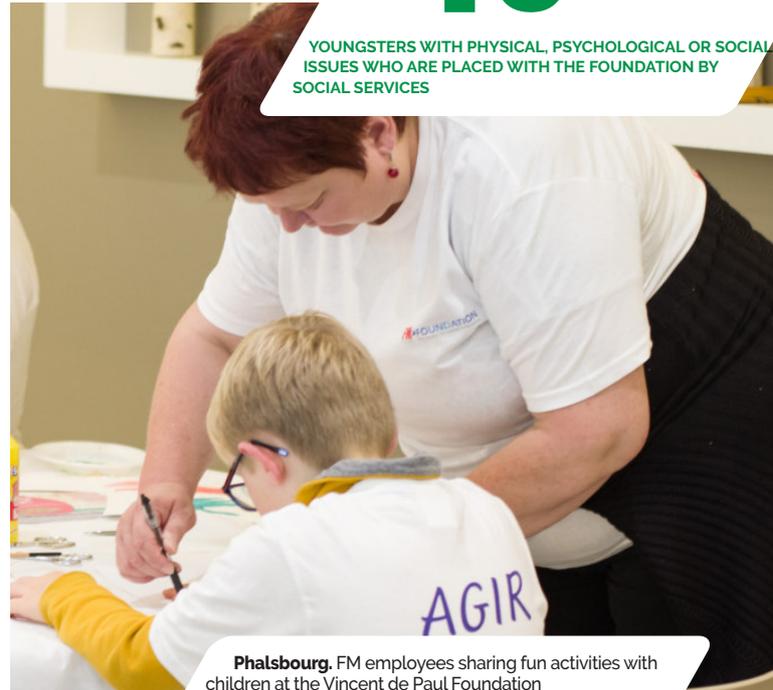
5 employees have been involved in the partnership this year. 170 skills sponsorship hours and 240 hours of volunteering have already been put in by FM employees since the beginning of the partnership.

### Financial support from FM Foundation

€830 since the beginning of the partnership.

### An essential impact

These activities involving contacts with the outside world are special moments for the children, some of whom never go home to their families.



Phalsbourg, FM employees sharing fun activities with children at the Vincent de Paul Foundation

## Other solidarity actions conducted by FM employees in France

### Help for integration

- Supporting 16 to 25-year olds at E2C who are on the brink of social exclusion, who have dropped out of school and have no job or qualifications, to work on a project for their future working lives, to develop their skills and knowledge and access training and employment. Visit to an FM site to discover logistics activities and a 2-week placement by a girl in Transport
- Partnership to deliver training that leads to a qualification for young adults: creation of a diploma (CAP LOGISTIQUE).
- Implementation of a support programme to help refugees into employment with placements for 3 political refugees in handling jobs in the warehouse.
- Hosting of a group of 7 jobseekers with the FACE ARTOIS organisation, to enable them to discover the jobs in transport and logistics and present job profiles at FM Logistic
- Recycling of the used paper from an FM site by the Pénélope de Sens non-profit organisation, which provides work for people on occupational integration schemes.
- Christmas raffle in aid of the Association Rejoué, which collects, cleans, repairs and sells used toys through an integration site.
- Individual lessons to help a person supported by the Entraide Emploi organisation, on an occupational integration scheme, to improve their French.

### Help for disadvantaged children

- Partnership with "Les clowns de l'espoir": storage of pallets of equipment, funds raised by a raffle organised by FM employees (organisation of the donation of prizes by customers, furniture and wooden decorations made by the teams)
- Collecting toys for Emmaüs, a non-profit organisation that combats poverty and exclusion.



**Borgarello.** Cleaning, tidying and repairs done by FM employees at the La Bussola children's home

8

CHILDREN AGED 3 TO 12 FROM SERIOUSLY DIFFICULT FAMILY AND SOCIAL BACKGROUNDS, WHO HAVE SUFFERED NEGLECT AND ABANDONMENT, MATERIAL AND CULTURAL POVERTY, MISTREATMENT, VIOLENCE, AND ABUSE

ITALY

# Comunità La Bussola



**This action aims to improve the children's living conditions and support them in their personal development.**

**T**he contribution of FM Foundation and FM employees has taken several forms.

The first step was to improve the living environment of the beneficiaries by carrying out garden maintenance, cleaning and renovating the house.

Homework support is planned to help the children progress at school, with regular, individual tuition by volunteer FM employees.

Finally, to contribute to the mental well-being of these children who often have emotional issues, FM Foundation funds a theatre therapy workshop and FM employees organise fun extracurricular activities.

### Committed employees

12 employees are currently involved and have contributed 40 skills sponsorship hours and 60 hours of volunteering.

### A financial commitment

€3,500

### An essential impact

So far, actions to improve the living quarters have provided the children with a pleasant, tidy house where they can live and play in peace. This is essential for children who often lead chaotic inner lives.

The impact of the homework support and the therapy workshop will be felt later.

### **PARTNER**

## ALBERO DELLA VITA FOUNDATION

Albero della Vita has been protecting and promoting children's rights since 1997: the Foundation is committed to working to improve well-being, protecting and promoting rights and facilitating the development of children, their families and their communities. *Bussola* is one of the Albero della vita Foundation's educational communities, which was created in 1998 in Borgarello near FM's Vellezzo Bellini platform.



# Start again!

**T**he collaboration with AVSI started in 2018 with a first 14-strong group of participants on the Start Again project. The programme has been renewed for 2020/2021. The actions undertaken by FM and its corporate foundation consist of funding technical training programmes on logistics, operational processes and the sense of responsibility, but also offering 3-month placements on an FM site, where the trainee is supported by a tutor.

## A significant human impact

The Start Again programme helps the beneficiaries to boost their self-esteem by giving them the chance to learn worthwhile job skills and earn a living by getting a job after they have completed the course. This was the case of the two beneficiaries that did placements at FM the first year. Let's hope the second year group will have the same luck when their course ends.



**Giving refugees the chance to learn job skills**

## Committed employees

6 employees have committed to this project as trainers, tutors or project coordinators, putting in 600 skills sponsorship hours and 300 hours of volunteering.

## A financial commitment

€2,000 per year group

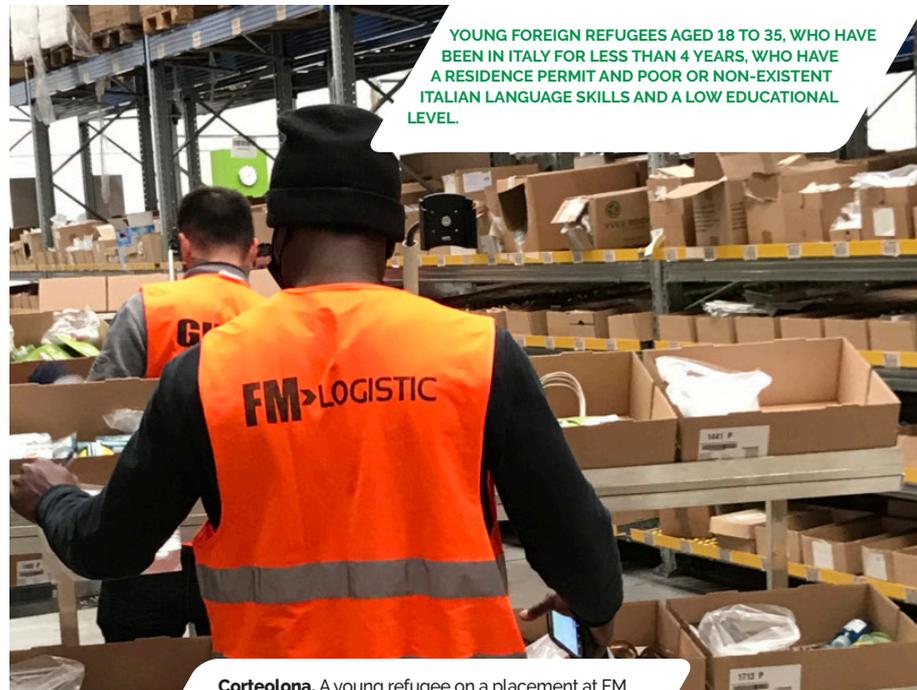
20

YOUNG FOREIGN REFUGEES AGED 18 TO 35, WHO HAVE BEEN IN ITALY FOR LESS THAN 4 YEARS, WHO HAVE A RESIDENCE PERMIT AND POOR OR NON-EXISTENT ITALIAN LANGUAGE SKILLS AND A LOW EDUCATIONAL LEVEL.

## PARTNER

# AVSI FOUNDATION

The AVSI Foundation is an NGO, created in 1972, which runs cooperation and development projects with a particular emphasis on education, as well as on the defence and promotion of individual human dignity.



**Corteolona.** A young refugee on a placement at FM Logistic



Lonawala. Visit by the FM Pune team to Samparc Balgram

31

18 TO 25-YEAR OLDS AND 40 CHILDREN AGED 6 TO 18, WHO ARE ORPHANS, THE CHILDREN OF SEX WORKERS OR WHOSE PARENTS ARE IN PRISON.

INDIA

# Uday project



The SAMPARC teams and volunteer FM employees have mobilised to help young adults become capable of getting a job on the job market and to provide children with support so that they can continue their education during the Covid-19 crisis.

Since 2019, FM Logistic India and its corporate foundation have been supporting young people at the SAMPARC centre in Lonawala, through a vocational training programme, with financial support to help them stay in school and training sessions given by FM employees (remotely during the public health crisis) covering ten or so different jobs represented in the company. At the end of this training course, the beneficiaries are awarded a logistics training certificate by FM Academy, which is recognised locally in the country.

In 2020, FM completed its support by providing further aid to a second SAMPARC centre, in Alibaug, which houses 40 children aged 6 to 18, via remote training sessions for teachers at the centre on online teaching techniques, online art and craft sessions or the organisation of various competitions for different age groups, such as a quiz, a drawing competition or an English language speaking competition. In addition, funding from FM Foundation was used to cover students' school fees and equip a classroom at the Alibaug centre with furniture and the computers needed for distance learning.

### Committed employees

15 employees have committed to the project this year, putting in 72 skills sponsorship hours.

### A financial commitment

€11,176 this year, bringing the FM Foundation grant to €15,552 since the beginning of the partnership.

### A measurable impact

The students learned a lot from the skills development programme run by FM. Many of them are now interested in pursuing a career in this technical and professional field. FM Foundation's support has allowed the beneficiaries to continue their higher education and become more self-reliant.

### PARTNER

## SAMPARC

SAMPARC (Social Action for Manpower Creation) is a non-profit organisation founded in Pune in 1990 which provides rural community development services and rehabilitation services, care and education for disadvantaged and needy children, who are referred to SAMPARC by the district child welfare service.



# Development - Youth programme

# 21

YOUNG PEOPLE HAVE BEGUN THE TRAINING AND EVENTUALLY THE PROGRAMME WILL BENEFIT 70 19-YEAR OLDS AND OVER 200 PARENTS.



The objective of this partnership is to raise awareness of gender inequality and discrimination and to equip young people to challenge and alter unfavourable gender attitudes.

The programme consists of the following elements:

**Identification and training of committed young people**, who will be pillars who go on to mobilise in their turn, to design and develop a campaign to ensure girls stay in school.

**Commitment of teenagers' parents** to improve their understanding of gender-based discrimination/violence and its links to girls' education. The programme will concentrate on raising parents' awareness of the need for better access to technology for girls, to enable them to work on digital platforms. **Content digitisation**: an online platform accessible from phones and tablets provided to the parents and young people by Breakthrough will make sure the programme is accessible even during a lockdown.

Employees of NG Concept (the FM group's platform design and construction division) will be able to take part in campaigns either in the field or by webinar (depending on the public health situation) or they can help promote and publicise these campaigns on social media.

## Committed employees

As the project only began in January 2021, only one employee is involved in setting it up for the moment.

## A financial commitment

€2,898

## Expected impact

As the project is still in its infancy, the impact on behaviour will only be measurable later on.

## PARTNER

### BREAKTHROUGH

This non-governmental organisation campaigns for gender equality in India. Its mission is to alter behaviour and attitudes, and give people a sense of personal empowerment in the prevention of violence and discrimination against women and girls. It is active in the Indian States where child marriage and crimes against women are endemic. The campaigners work to challenge the established norms through large-scale but targeted interventions, which include communication via mass media, government partnerships, interventions in schools, community involvement, leadership and training.



**Tomaszow.** "What is logistics?", educational game invented by an FM employee for the youngsters at the Robinsons Foundation

61

18-YEAR OLDS FROM ORPHANAGES AND FOSTER FAMILIES (BRINGING THE TOTAL NUMBER OF BENEFICIARIES SINCE THE BEGINNING OF THE SCHEME TO 293)

## POLAND

# Safe internship

The partnership between the Robinsons Foundation, FM Logistic and its corporate foundation dates back to 2017. *Safe Internship* was one of the first projects supported by FM Foundation. The 2020/2021 intake on that programme is its 4th.

The scheme begins by introducing the participants to the jobs that exist in logistics through a collaborative educational game designed by FM and the Robinsons Foundation. Then, during the winter and summer school holidays, the young people experience the world of work in the form of placements on FM sites to put the theory they have learned into practice. Each youngster is mentored by an FM employee whose role goes beyond that of a placement tutor. They are

mentors. As well as accompanying the young person as they learn about the jobs in logistics, they guide them and teach them values and life skills.

This year, in spite of the restrictions due to the pandemic, the workshops and internships were maintained, but there were fewer of them.

The 4th year of the programme has 2 new features:

- the *Graduate Club* evaluation tool: over a full day, 20 young people from the 1st and 2nd year groups who have left their foster families and have completed internships at FM Logistic, participate in a feedback session on the programme. The aim of this tool is to identify areas for improvement.
- a *Future Makers* workshop run over a full day



Due to their lack of independence, young people like these who are placed in foster families risk being excluded from the professionally active part of society. The aim of the *Safe Internship* programme is to help the participants to achieve a successful transition between institutionalisation/ foster family and autonomous living.



by an external consultant for 5 new FM tutors, with the aim of developing distance learning (methods, tools, etc.) in response to the restrictions on direct interpersonal contacts during the pandemic.

In September 2020, FM Logistic Central Europe won an award for this support programme in the *Social Assistance* category of the 21st edition of the *Benefactor of the Year* competition organised by the Academy for the Development of Philanthropy in Poland.

#### Committed employees

As in each year of the programme, about thirty employees took part (33, to be precise, for the 4th year group) across 10 FM Logistic sites.

A total of 5,369 skills sponsorship hours and 1,014 volunteering hours have been invested in this scheme since it began.

#### A necessary financial commitment

€19,994 this year, bringing the FM Foundation grant to €62,437 since the beginning of the partnership.

#### A real impact on the young beneficiaries' lives

For the young beneficiaries of this scheme, discovering the corporate world and meeting FM group employees represents a model of adult life that inspires them for their future.

### PARTNER

## ROBINSONS FOUNDATION

The Foundation's aim is to provide across-the-board support for young people living in foster families and to raise awareness in society of the issues faced by orphans or children who are removed from their families. Its mission is to enable young people who, for different reasons, have no family support, to achieve autonomy.

### *Other solidarity actions conducted by FM employees in Poland*

#### Help for integration

- Transport aid, carrying personal hygiene goods for family social assistance centres or goods donated by cosmetics factories for families at risk of exclusion
- A programme named "Actions that count", which groups together different aid and solidarity actions carried out by FM Logistic in Poland to combat COVID-19: financial contributions, logistics aid and joint actions with customers, suppliers and local institutions in support of medical centres, general hospitals or psychiatric hospitals for children and adolescents

#### Help for disadvantaged children

- Sponsorship of a charity tournament in aid of a 3-year old girl suffering from a congenital heart defect, with 7 FM employees taking part in the tournament
- Charitable actions over the Christmas period organised by FM employees: donations, collections of donated items that were then auctioned off, fund-raising to buy Christmas gifts for orphanage children or a sick child, not forgetting the "You can be Father Christmas" scheme to make dreams come true for children at a family hostel.



## RUSSIA

# Successors Academy

**S**uccessors Academy is a cooperative project that was set up in 2018 by the Detskie Domiki Foundation, FM Logistic Russia and FM Foundation. It is now in its 3rd year.

The Academy programme consists of visits to FM sites, training, careers orientation meetings and careers coaching sessions as well monitoring sessions.

The Academy:

- gives Year 8 pupils an idea of the diversity of professional opportunities and emerging jobs

- encourages Year 9 pupils to sign up for the colleges and allows them to explore the skills identified by employers as the most important for the workers of the future
- supports former pupils, encourages them to share their experience, their achievements and the difficulties they have encountered, and makes the graduates and their former teachers proud of them

FM employees are involved in the management of the project, organising events, creating training content, compiling reports on the work done and promoting the project.



**Integrating and socialising young orphans by enabling them to better understand the world of adults and work through the study of operational processes and the acquisition of a sense of responsibility.**

To make Successors Academy even more memorable for the pupils, the year concludes with a special event and ball, when the young people can look back at the experience they have had, talk to specialists and receive souvenirs.

FM Logistic Russia has received, for this project, a *Best Social Projects in Russia* award. These awards are the country's biggest event in the corporate social responsibility field.

### Committed employees

This year 34 employees have been involved in the project, contributing 134 hours of skills sponsorship. Since the programme began, a

### PARTNER

## DETSKIEDOMIKI FOUNDATION

This charitable NGO created in 2006 works with Russian orphanages, helping to give the children in them equal life chances regardless of their family problems.



**Noginsk.** Pupils in the 3rd year group at the Successors Academy on a visit to FM Logistic



# 57

14 TO 18-YEAR OLD ORPHANS (BRINGING THE NUMBER OF BENEFICIARIES SINCE THE PROGRAMME BEGAN TO 179)

total of 683 skills sharing hours and 125 hours of volunteering have been invested.

### A financial commitment

€7,560 for the 3rd year group, bringing the FM Foundation grant to €9,810 since the beginning of the programme.

### A measurable impact

This programme helps to increase these teenagers' chances of making a successful future for themselves. The fact that they can see for themselves the possibilities open to them for their adult lives, the positive role models, the discovery of the diversity of jobs, encourages them to study and choose a profession. Their participation in the project and their exchanges with people in the company makes them feel important and raises their self-esteem.



**Noginsk.** The pupils of the Successors Academy discover co-packing at FM Logistic

## Other solidarity actions conducted by FM employees in Russia

### Help for disadvantaged children

- organisation of a blood donation campaign on FM in aid of seriously ill children
- setting up of solidarity chains with some of FM's customers: logistics aid transporting donated baby food, soft toys or office equipment to children's institutions (Fondation Power of Faith, a residential centre in Yakhroma, Dobro Dar centre, Alexandrov children's home, Dmitrovsky social refuge)
- support for several disadvantaged children's aid organisations (Dmitrov boarding school, Dobrodar and Aistenok children's centres, Domodedovo social and rehabilitation centre for minors, Sinkovskaya paediatric centre for children without parental care) via donations of goods (toys, sports equipment, educational games, soft toys, sweets, computer or educational equipment, household products, materials, etc.), logistics aid transporting donated goods, skills sharing (improvement of living environments, organising events such as celebrations, competitions, jobs discovery webinars)
- support for Aleksandrov orphanage: this year FM employees fulfilled wishes that the children wrote in envelopes they hung on the Christmas tree on an FM site
- donation to an NGO, the Arithmetika Dobra Charity Foundation to provide exam revision tutoring for orphans with no parents to help them
- collection of clothing, shoes, objects, waste paper or plastic bottle tops for charity



**Sered.** Young people learn to discover their own talents during a workshop

8

ORPHANS AGED 16 TO 25 AND 5 OF THEIR SOCIAL WORKERS

## SLOVAKIA

# Taking control of your life, experimenting with your values



The aim of this project is to enable young people to adapt better to life after leaving the orphanage, by drawing on their own strengths and talents.

Coaching sessions are organised to help the young people to take control of their lives, to clarify their values and live their lives according to those values. The social workers at the orphanage will also benefit, with guidance to help them create an environment that supports change and the children's adaptation to adult life.

FM Logistic employees will take part in sessions on themes linked to the search for a job: preparing a CV, a letter of application, a job interview, knowing how to present oneself properly on social media, etc.

### Committed employees

The health situation has so far prevented the organisation of a coaching workshop, and only

one employee has been able to get involved in the project for the time being.

### A financial commitment

€5,975

### Expected impact

As the project is still in its infancy, the impact on the participants will only be measurable later on.

### PARTNER

## SERED ORPHANAGE

Sered orphanage is an NGO that looks after not only children who have lost their parents, but also those who have been removed from their families by the courts.



UKRAINE

# Psychological counselling for vulnerable families



**The objective of the partnership is to preserve a secure, caring family environment for vulnerable children at risk of being removed from their family and to improve their psychosocial state as well as that of their parents/carers by providing psychological support tailored to their needs.**

Improving their psychosocial state requires the intervention of professionals who work specifically on the psychological issues of children and adults. That is why FM Foundation decided to support the beneficiaries of SOS Children's Villages by funding psychological therapy and counselling, individual development, and also the supervision of parents and children.

In addition, as part of its exceptional Covid-19 support programme, FM Foundation has funded 38 laptop computers so that children and teenagers can study and attend online counselling sessions.

FM employees are also involved through skills sharing and giving up their own time to improve the families' living environments and their psychosocial state (renovation of homes, checking heating appliances, laying out outdoor spaces at the SOS village, collecting clothes, entertainment and socialisation through the participation of the children from the SOS village in the FM Family Day).

FM Logistic Ukraine has also made a strong contribution to the partnership by transporting goods for the SOS village free of charge, funding the replacement of two broken heating appliances and providing Christmas gifts to the children at the SOS village and their parents.

**Committed employees**

6 employees have committed to this project as trainers, tutors or project coordinators, putting in 600 skills sponsorship hours and 300 hours of volunteering.

**A financial commitment**

€3,557

**A significant human impact**

The actions carried out have improved living conditions in the village and provided the children with a benevolent environment. The psychological counselling sessions have improved the psychosocial state of both children and parents: stabilisation of a positive psycho-emotional state, generation of a positive self-image, improvement of self-esteem, development of communication skills, mastering of methods of self-control, disappearance of psychosomatic disorders, and acquisition of appropriate work for the parents and re-establishment of social ties.

**PARTNER**

## SOS CHILDREN'S VILLAGES UKRAINE

This international charitable foundation, created in 2006, supports families with children in need and facilitates the creation of families for children who no longer enjoy parental care.

94

DISADVANTAGED CHILDREN AGED FROM 2 TO 21 AND 28 PARENTS OR GUARDIANS HAVE BENEFITED FROM THE PROGRAMME.



**Brovary.** Families from the village and FM employees' families sharing a picnic at the SOS village.



# Other solidarity actions conducted by FM employees

## SPAIN

### Help for integration

- The "Coronavirus Makers" are a group of Spanish manufacturers who have employed different means to help people working during lockdown in Spain (doctors, police officers, etc.). FM has supported the group by providing transport aid, using Citylogin vans to transport protective masks. (Citylogin is FM Logistic's sustainable urban logistics solution).
- FM has carried out vocational integration actions in the Women's Institute and Manpower.

### Help for disadvantaged children

- Collaboration with the Association Raul Nieves to enable children with cancer to virtually meet Father Christmas.
- Collection and transport of bottle tops, raffle and sale of goods to raise money for different organisations that support children with special needs and rare illnesses (La Casa de Aarón, Tapones para Diego, Asociación Nieman Pick, "Vive con Jimena", etc.)

## CHINA

### Help for disadvantaged children

10 FM employees visited the children at the Will Foundation centre. This foundation's mission is to give neglected children the chance to flourish by providing them with a positive, creative learning environment where they can find their potential. It is home to 12 youngsters abandoned by their parents

, aged 5 to 22, who have shown deviant behaviour or have a disability.

The employees donated basic necessities such as food, useful everyday items and cleaning products. They also made traditional rice balls with the children to celebrate the dragon boat festival with them.



## ROMANIA

### Help for integration

CONCORDIA is an independent international NGO that supports children, young people and families in need, helping them to lead more independent, responsible lives.

Young people training to be bakers with Concordia made cakes and bread to sell to FM employees at an online virtual market to raise money for Concordia and the people it helps.

### Help for disadvantaged children

- Transport aid provided by FM allowed the delivery of donated furniture, construction materials, clothing and vegetables to the SOS Children Villages organisation and directly to a family it supports.
- FM gifted a part of its budget for end-of-year activities to two NGOs that support vulnerable and disabled children (SOS Children Villages and Cara Bella International). The International Transport team played a very active part in this action. The donations were used by the partners to buy food, medical products and equipment, hygiene products and medicines and to help to finance services necessary to the running of the family centres.
- FM employees pay 3.5% of their income tax to NGOs that support children and integration projects.

## CZECH REPUBLIC

### Help for integration

FM Logistic has been supporting the Leontinka foundation, which helps visually impaired children and adults, by supporting their Christmas concert and providing logistical support to enable a team of blind runners to take part in the Vtava relay race.

### Help for disadvantaged children

- FM Logistic has been supporting the Cyclocup, a cycling competition for orphaned children.
- Excursions have been organised at the FM site for young people from children's homes who are interested in logistics.



**Spain** Collecting and transporting bottle tops to support various organisations supporting children in need.

## Balance sheet

<b>ASSETS</b>	<b>31.03.2021</b>	<b>31.03.2020</b>
Intangible fixed assets	- €	- €
Tangible fixed assets	- €	- €
Long term investments	- €	- €
<b>FIXED ASSETS</b>	<b>- €</b>	<b>- €</b>
<b>STOCK AND WORK-IN-PROGRESS</b>		<b>- €</b>
Available funds	€416,161.72	€3,310,381.44
<b>CURRENT ASSETS</b>	<b>€416,161.72</b>	<b>-</b>
<b>OVERALL TOTAL</b>	<b>€416,161.72</b>	<b>€3,310,381.44</b>

<b>LIABILITIES</b>	<b>31.03.2021</b>	<b>31.03.2020</b>
Association funds (non-returnable)	- €	- €
Carryforward	€400,957.81	€267,144.46
Profit/loss of the financial year	- €76,549.09	€133,813.35
<b>TOTAL</b>	<b>€324,408.72</b>	<b>€400,957.81</b>
Dedicated funds	- €	- €
Provisions for liabilities and charges	- €	- €
<b>TOTAL</b>	<b>- €</b>	<b>- €</b>
Financial debt	€2,000.00€ (1)	€4,000.00
Other debts	€1,449.00 (2)	€15,573.63
Unbilled payables	-	€13,850.00
Remainder still to be paid on a commitment given	€88,304.00	- €
<b>TOTAL</b>	<b>€91,753.00</b>	<b>€33,423.63</b>
<b>OVERALL TOTAL</b>	<b>€416,161.72</b>	<b>€3,310,381.44</b>



# Income statement

	31.03.2021	31.03.2020
Founders' donations	€200,000.00	€200,000.00
<b>OPERATING INCOME</b>	<b>€200,000.00</b>	<b>€200,000.00</b>
Donations	€269,995/.93 (3)	€19,543.61
Other expenses	€6,553.16 (4)	€46,641.40
<b>OPERATING EXPENSES</b>	<b>€276,549.09</b>	<b>€66,185.01</b>
<b>OPERATING PROFIT/LOSS</b>	<b>-€76,549.09</b>	<b>€133,814.99</b>
Financial income	-€	€0.60
Interest and similar charges	-€	€2.24
<b>FINANCIAL PROFIT/LOSS</b>	<b>-€</b>	<b>€-1.64</b>
<b>NET PROFIT BEFORE TAX</b>	<b>-€76,549.09</b>	<b>€133,814.99</b>
Extraordinary income	- €	- €
Extraordinary expenses	- €	- €
<b>PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES</b>	<b>- €</b>	<b>- €</b>
<b>TOTAL INCOME</b>	<b>€200,000.00</b>	<b>€200,000.60</b>
<b>TOTAL EXPENSES</b>	<b>€276,549.09</b>	<b>€3,310,187.25</b>
<b>PROFIT OR LOSS</b>	<b>-€76,549.09</b>	<b>€133,813.35</b>

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

(2) Returned funds (NG Concept India project - Youth leadership program - Breakthrough - part 1)

(3) Details of donations:

>Grants committed to **2020-2021 projects still to be paid:**

Brazil project - FM Logistic School 3rd class - IOCHPE Foundation	€42,004.00
Italy project - Comunita La Bussola - L'Albero della Vita Foundation	€3,500.00
NG Concept India project - Development - Youth programme - Breakthrough NGO - Part 2	€1,449.00
Slovakia project - Taking control of your life, experimenting with your values - Sered orphanage	€5,975.00
India project - Uday 2nd intake - Samparc NGO	€11,176.00
Italy project - Start Again 2nd intake - AVSI Foundation - Part 2	€1,000.00
Russian project - Successors Academy 3rd year group - DetskieDomiki Foundation	€7,560.00
Poland project - Safe internship 4th year group - Self-reliant Robinsons Foundation - Part 2	€10,994.00
France project - BE APE 3rd intake - Apprentis d'Auteuil Foundation - Part 2	€4,646.00

> **Grants paid for 2020-2021 projects:**

Ukraine project - Psychological counselling for vulnerable children and their parents - SOS children's villages Ukraine	€3,557.00
NG CONCEPT India project - Development - Youth programme - Breakthrough NGO - Part 1	€1,449.00
Italy project - Start Again 2nd class - AVSI Foundation - Part 1	€1,000.00
Poland project - Safe internship 4th year group - Self-reliant Robinsons Foundation - Part 1	€9,000.00
France project - Emmaüs Défi partnership	€30,000.00
France project - BE APE 3rd intake - Apprentis d'Auteuil Foundation - Part 1	€10,000.00
Corporate project - Vincent de Paul Foundation partnership - 3rd period	€200.00
Exceptional programme - Actions to cope with Covid-19	€100,159.93

> **Leftover grants paid for 2019-2020 projects:**

Corporate donation - Solidarity Christmas Raffle top-up - Rejoué Association	€150.00
India project - Uday 1st intake - Samparc NGO	€4,376.00
France donation - Raffle top-up - Clowns de l'espoir association	€2,000.00
Brazil project - FM Logistic School 2nd intake - IOCHPE Foundation	€19,800.00

(4) Bank charges

Consulting fees	€126.25
Audit fees	€4,000.00
Communication expenses	€1,206.00
Other expenses	€4,800.00
Adjustment surplus provisions	€1,439.10
	-€5,018.19



The annual financial statements for the financial year ended 31 March 2021 show a balance sheet total of €416,161.72 and a negative amount carried forward of €76,549.09

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 April 2020 to 31 March 2021.

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.

### Off-balance sheet commitments

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



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