



**ANNUAL  
REPORT**

31 MARCH 2018



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# OUR SOCIAL RESPONSIBILITY

EDITORIAL BY JEAN-CHRISTOPHE MACHET,  
CHAIRMAN OF FM FOUNDATION

## PEOPLE ARE AT THE HEART OF OUR COMPANY AND FM FOUNDATION NOW HAS PROJECTS IN ALL THE COUNTRIES WHERE IT OPERATES

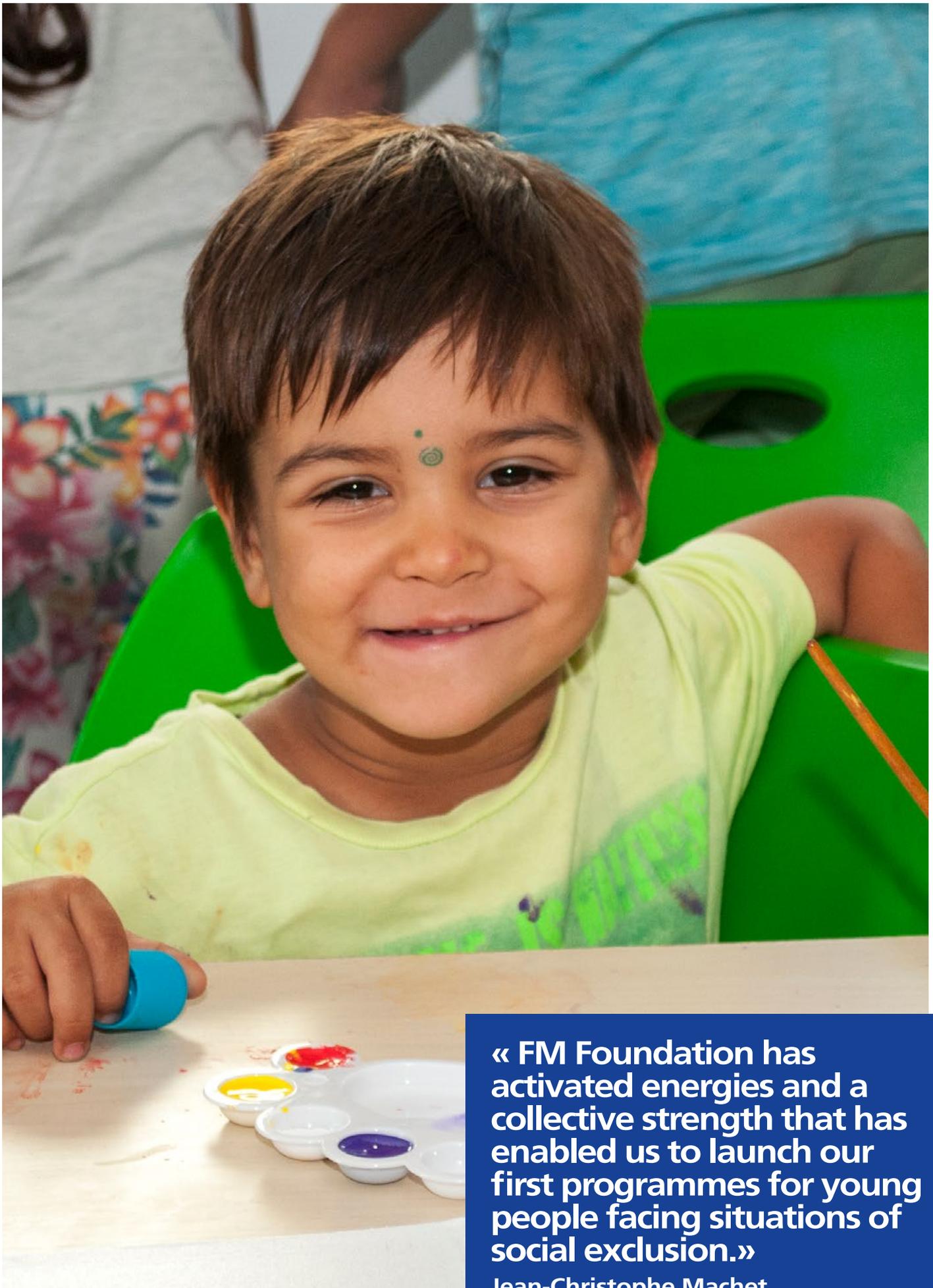
**F**ounded on the occasion of our 50th anniversary, our Corporate Foundation enables us to do good work in the countries where we operate. The results of this first year are very positive and we must congratulate the FM Foundation team and the local delegates for their efforts. We have kept to our roadmap, whose aims were to focus the Foundation's actions on two themes, children and social integration, in geographical areas close to our sites.

The FM Group has always considered people as central to the company's values and those values are embodied by our employees. It is therefore logical that the Foundation's actions should be based on their ideas and initiatives. The thing we are most proud of is the quality and depth of the commitment shown by each of our employees, and by each of our partners. To put its projects into practice, the Foundation relies on the mobilisation and the skills of all these people. FM Foundation has amplified the mobilisation that already existed with the various schemes that had already been set up on our sites over many years, such as: sponsoring of associations, different forms of volunteering, skills-sharing schemes, gifts in kind...



In 2017, we launched projects in France, Poland, Brazil and India. These are all projects that are focused on the future, as they mainly concern training for young people. Our aim in 2018 is to increase the number of actions implemented thanks to the dedication and enthusiasm of our employees in the field. So we wish to expand the Foundation's actions in all the places where we have operations around the world.

In addition to the aid provided to the communities around us, FM Foundation represents a way of building something jointly with our local communities and is an excellent vector for shared mobilisation. All these actions are essential to the group's role as a good corporate citizen and we are proud to see our employees getting involved in helping others. Openness is one of our Group's core values and through FM Foundation, we feel that we have enhanced the company's soul and given meaning to our actions.



A child beneficiary in Romania.

**« FM Foundation has activated energies and a collective strength that has enabled us to launch our first programmes for young people facing situations of social exclusion.»**  
**Jean-Christophe Machet**

## Motivations and origin

On the occasion of the FM group's 50th anniversary, its top management wanted to reinforce the company's social role in the communities where it operates by creating a corporate foundation.

FM Foundation was born in June 2017, focused on the company's values:



TRUST



PERFORMANCE



OPENNESS

In actual fact, some of the sites have a history of spontaneously embarking on solidarity-type initiatives. Volunteer employees have launched several projects, including:

- collection of toys to send to orphanages in Russia, Romania, Poland or France,
- support for parents' associations,
- partnerships with work assistance establishments and services and medical education institutes.

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

## Mission

The foundation's mission is to support, accompany and co-build social innovation projects, driven and/or implemented by the group's employees in the areas of social and professional integration and children.

It supports charity projects based in the vicinity of our sites.

It encourages skills-sharing initiatives with the aim of increasing the social impact of the different schemes and projects supported.

FM Foundation is involved in projects in all 14 countries where the group has sites, where it works in close cooperation with the local teams responsible for monitoring and evaluating the projects.



The Solidarity Tree, symbol of FM Foundation.

# Governance

## THE BOARD OF ADMINISTRATORS



### From left to right:

Yannick BUISSON – General Manager, FM France

Daniel CIZ – Chief Financial Officer, FM Logistic and Treasurer of FM Foundation

Cécile CLOAREC – Human Resources Director, FM Logistic Corporate

Michèle COHONNER – General Manager, FM Brazil

Jean-Christophe MACHET – CEO FM Logistic and Chairman of FM Foundation

Pierre ORSATTI – General Manager of NG Concept and Vice-Chairman of FM Foundation

### Two independent administrators

Stéphanie GOUJON – General Manager of the NGO «Agence Don en Nature»

Jean-Pierre HAEMMERLEIN – Director of the Fondation Décathlon

## Permanent guest members



### From left to right:

Guillaume CARMENT – Customer manager at Crépy-en-Valois  
Marie-Laure FAURE - General Manager and Secretary of FM Foundation  
Axelle RATTE – Platform manager at Fontenay-Trésigny  
Olivier SZYPERSKI – Director of operations in Russia



**The members of the board of administrators decide the foundation's main orientations, assess the initiatives carried out, vote for the projects and allocate the budgets for them.**

# Meeting with Marie-Laure Faure, General Manager of FM Foundation



«Last year we concentrated on organising the company's 50th anniversary. This year, we will be putting all our energy into the foundation.

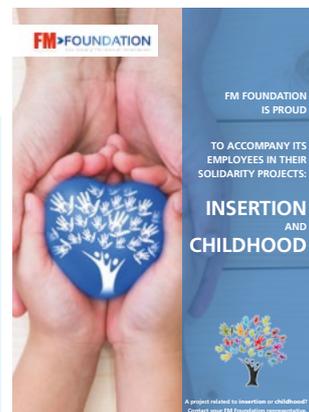
I can confirm that FM Foundation is involved in some fine social projects.

During my visits to the countries, I have met the employees who are giving their time and energy to these projects.

I have seen the motivation and enterprising spirit of the «tutors» involved on the sites.

I can only encourage our employees to get involved in this new social adventure, which can also bring great personal satisfaction.»

**« I call on the responsibility of everyone. They need you, they are counting on you, and the foundation is proud to support you in your fine social initiatives.»**





**« The accounts I've heard and seen have really touched me; they are generating a lot of enthusiasm. »**  
**Marie-Laure Faure**

Marie-Laure Faure, during one of her visits.

# Men and women in action

## THE FOUNDATION TEAM



The permanent team brought the local delegates from each country together in March 2017 to prepare the foundation's launch.

This was a moment of discovery and learning for all and an opportunity to share their objectives.

The organisation was decided and the first communication measures were jointly identified.



## NETWORK OF LOCAL DELEGATES

### FM Logistic



### Batilogistic & NG Concept



### Headquarters



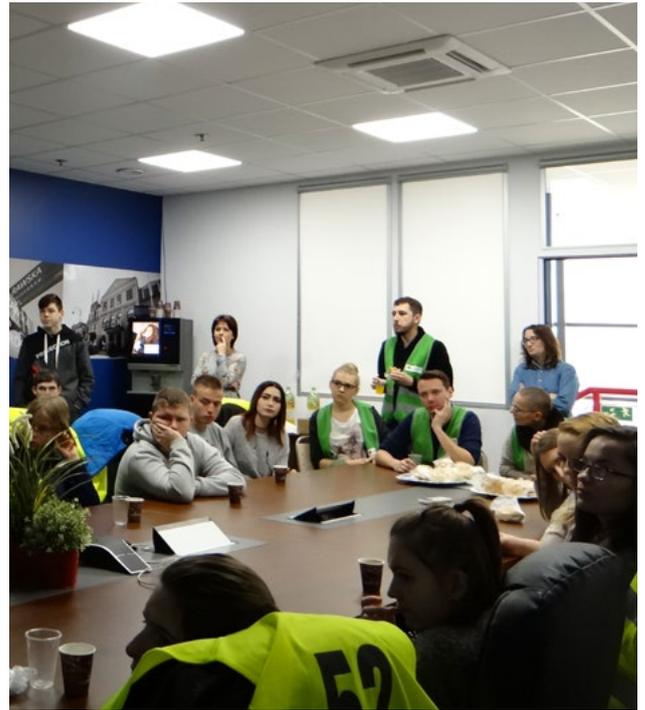
### What is a local delegate?

The local delegates in the countries organise the network of correspondents on the sites. They listen to other employers who want to suggest projects.

They are also responsible for looking for local partners during the project preparation phase.

# Means of action

THE CORPORATE FOUNDATION HAS MANY RESOURCES TO HELP IT SUPPORT ITS SOLIDARITY PROJECTS



## FINANCIAL SUPPORT

The annual budget of 200,000 euros is allocated to projects approved by the board of administrators for all the countries.

Each country then has to commit its share to co-fund the project selected.

## SKILLS-BASED SPONSORSHIP

As part of each project, the foundation encourages the teams to develop skills-based sponsorship.

The employees who get involved share their operational and functional expertise, which enriches the investment in the implementation of the project. This principle encourages people to give something back on a personal level and strengthens their commitment.

## GIFTS IN KIND

Gifts In kind can be made to make useful items available: equipment, storage capacity, logistics/transport equipment, tools, etc.

## VOLUNTARY WORK

In certain projects, it is possible for participants to do work on a voluntary basis. Employees can give up some of their free time to continue the actions undertaken.

## RELATIONSHIP OF PROXIMITY AND SHARING OF EXPERIENCE

The actions are undertaken with local partners based near the sites involved. This opens up the horizons to other cultural and social realities, which enriches the relations. Suppliers and partners may be invited to join the solidarity network.

By implementing solidarity initiatives, the foundation facilitates connections with the local social and economic fabric.

Finally, it strengthens employees' commitment and breaks down barriers between different teams. Mobilising around a shared charitable project involves cross-functional working between teams.

# Selecting the projects

## 1° PRESENTING THE PROJECT

Employees who have a project to propose fill in a form on the intranet and submit it to the country delegate or site correspondent.

At this stage, the employee can also suggest a voluntary body or non-governmental organisation as the partner for the project (an association or private foundation).

## 2° ANALYSING AND PREPARING THE PROJECT

The country delegate carries out an initial analysis with the site correspondent.

Then, the permanent team is brought in and the project selected is submitted to the board of administrators.

After the project has been examined and approved by the members of the board of administration, a sponsorship agreement is signed with the partner association or non-governmental organisation.

After that, the project can be launched in the country.

## 3° MANAGEMENT AND EVALUATION

The local teams manage and track the project day to day throughout all its phases.

The permanent team is kept up to date with progress.

Once a project has been completed, it is evaluated to judge how effective the actions taken have been and to measure its social impact.

This will be an on-the-spot evaluation. The same process may be repeated for the following years if the project continues or is renewed.

Contact is maintained with the beneficiaries in order to monitor the changes in their lives.

## 4° CAPITALISATION

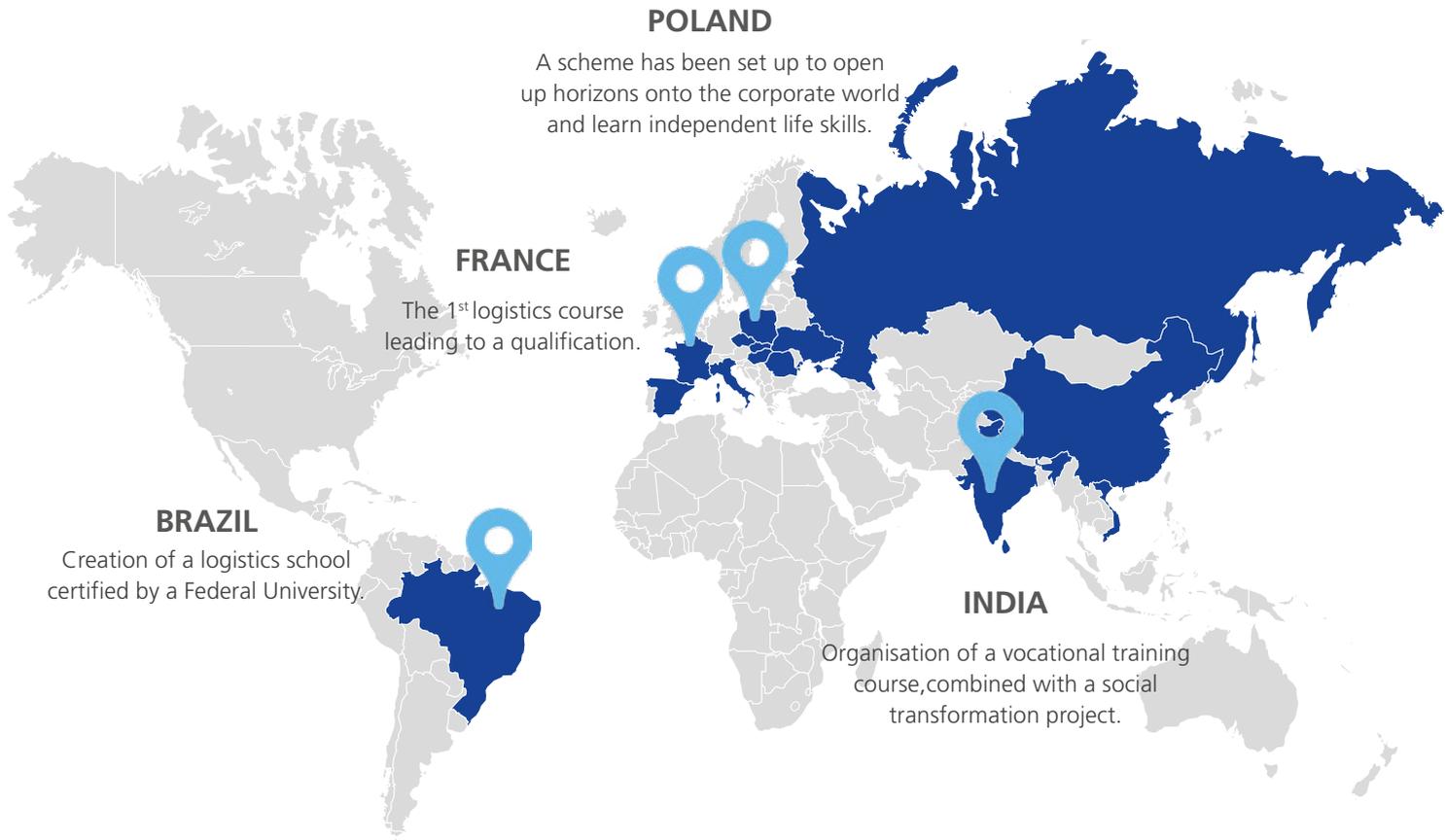
The permanent team tracks the projects with the local delegates in order to capitalise on the experience gained.

Practices developed in the countries are shared and disseminated on the collaborative platform.

These exchanges foster new initiatives: the local delegates' communication on their experiences gives new ideas to other countries.



## Key figures 2017 - 2018



**138**

beneficiaries  
aged from  
17 to 25

**58**

Employee tutors  
involved

**97 056**

euros committed by the  
foundation including  
€40,000 already paid

**4**

countries have  
committed  
€123,286



A workshop on logistics careers in Poland..

The foundation  
at the heart of  
the company



Working meeting with the FM Foundation team in Russia.

## FM FOUNDATION IS EMBEDDED IN THE HEART OF THE COMPANY

Employees have expressed their sensitivity to the foundation's objectives and its social purpose by showing their willingness to put in their own time and efforts to give hope and create opportunities for the more unfortunate.

The projects that have come out of their ideas have all been developed in partnership with organisations, voluntary bodies and other foundations in the local environment of the employees concerned.

This involvement of employees in all the FM countries gives the foundation strength, a new solidarity-focused vitality and an opportunity to do good in the community.

Beyond the financial aspect, it offers those promoting the projects the chance to put their professional and personal talents and skills to good use.

WHEN THE CREATION  
OF OUR CORPORATE  
FOUNDATION WAS  
ANNOUNCED, OUR  
EMPLOYEES REACTED VERY  
POSITIVELY.

Anyone who is interested can therefore get involved, in their area of competence, to support people in difficulties and help them to make those social connections that constitute the first step on the road back to a normal working life.

The employees involved are therefore adding a new dimension to their careers whilst helping to put the company's values into practice.

So far, 58 «tutors» in 4 FM countries have undertaken projects close to their hearts and they have helped 138 beneficiaries, all aged between 17 and 25.

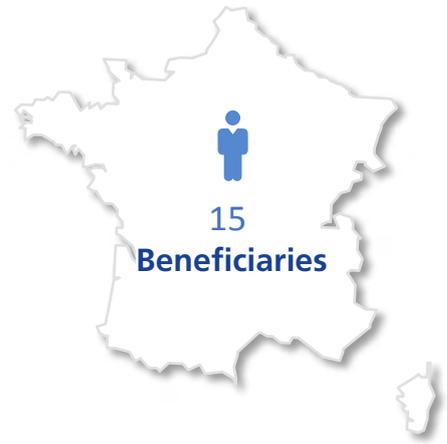
This spirit of solidarity brings our employees together and reinforces the feeling of pride and belonging to the FM Group.

A good start for the FM Foundation, full of promise for the years to come.



The Apprentis d'Auteuil trainees on their first day on one of the FM France platforms.

## Projects supported in France



THE FRENCH TEAMS HAVE BUILT A COURSE LEADING TO A VOCATIONAL QUALIFICATION FOR YOUNG PEOPLE IN DIFFICULTIES WITH THE «APPRENTIS D'AUTEUIL» FOUNDATION.



The aim is to set up the first logistics training course leading to a qualification for 18-25-year olds.

After 280 hours of theoretical training taught by Adecco Training, the young people continued with practical training on the logistics sites, supervised and supported by FM employee tutors.

The Apprentis d'Auteuil provided the social support and helped to train the tutors picked from the employees who volunteered on the 3 pilot sites.

As part of their training, the young people had the opportunity to obtain a CACES forklift driving permit, at level 1 to 5 depending on their profiles.



**For the first year group, the scheme was funded entirely out of the local France budget. A financial donation of 58,126 euros was made to the Apprentis d'Auteuil.**

**The teams on the sites committed to supporting the youngsters throughout the entire scheme.**

After 12 months, 8 young people out of 15 had passed the Multi-skilled logistics operative certificate.

Contact is maintained with those who have completed the course in order to keep up the relations and track their progress over time.

7 permanent contracts and 1 fixed-term contract were offered at the end of this first year-long course.

## ACCOUNTS FROM EMPLOYEES/ VOLUNTEERS:

Vincent, who has been with the FM company since 21 years, tutoring Jennifer since January: «My role was to integrate my apprentice and introduce her to the jobs covered by CACES 1 to CACES 5. I enjoyed doing this because I'm happy and at ease in my job. I passed on the FM values to her. My aim was to help her to progress by showing her different aspects of our business. Sharing in this way made for an interesting apprenticeship for the apprentice herself, but also for the tutor: it's an investment that has paid off for both parties».

## A BENEFICIARY'S ACCOUNT:

Jennifer has been an apprentice since January: «I've been very lucky to be able to join the training scheme run by Apprentis d'Auteuil and FM Logistic. In the classes, I'm learning the basics of the business and I've been able to take the CACES 3 and 5 certificates. When I'm on the platform, I can put we've learned in class into practice, whilst benefiting from my tutor's experience».



## INTERVIEW WITH A PARTNER:

«It's thanks to the motivation of all those involved that these young people, whose future prospects did not look bright, have received solid training in a sector, logistics, that is recruiting on a massive scale,» explains Nicolas Truelle, director of Apprentis d'Auteuil.

«They have also taken on board, thanks to the commitment of FM Logistic and its employees, a corporate culture that largely echoes the values upheld by our Foundation.»

**The Apprentis  
d'Auteuil foundation  
was created in 1866  
by a priest, Abbé  
Louis Roussel. It is  
a charity that looks  
after, trains and helps  
young people in social  
difficulties to get into  
work.**

# Projects supported in France

## INTERVIEWS WITH MEMBERS OF THE STEERING COMMITTEE



### How did your partnership begin?

«It was a consultancy firm, Perfethic, that first suggested that Apprentis d'Auteuil and FM Logistic come together. It had been tasked with finding an association that matched the company's «DNA». They supported us in our initial contacts with the association and helped us forge links with them and develop a

project to help young people with educational, social and/or family difficulties.»

### What sort of relationships have you formed? What conclusions have you drawn after the first 12 months?

«Together Apprentis d'Auteuil and FM Logistic have formed a bridge between two worlds that exist side by side but without really knowing much about each other: we have formed a genuine partnership where each side plays a specific role.

The association, which supports the young people on a day-to-day basis, works on their «life skills», while FM Logistic provides «know-how» training to prepare them for jobs in logistics.»

**Marjorie Capello**  
Communication Manager FM France

**«I'm proud to have been able to contribute to this project, to have done my bit both professionally and personally.»**



### Can you sum up the project in 3 words?

«Success – Listening – Sustainability: A success proven by the fact the 1<sup>st</sup> year-long course ended with 8 young people being offered employment contracts in logistics and the others on a new trajectory thanks to quality training and a new approach to the world of work.

Attentive listening is essential when you are running a project like this one, which involves a number of different actors (public establishments, the Foundation, private companies), who may «speak different languages» but nevertheless share a common aim, to integrate young people in difficulties in society.

Sustainability, because our aim is that this new project in the company should last of course, but also that it should be emulated, even abroad. The feedback from the experience with this first year group has enabled us to continue with a second one, which is already underway, and a 3<sup>rd</sup> due to start soon. I wish them the same success as the first group!»

**Claire Landais**  
Training Manager FM France

**On a personal level:  
«A new and very rewarding experience, sharing and serving others!»**



The young participants with their certificates...

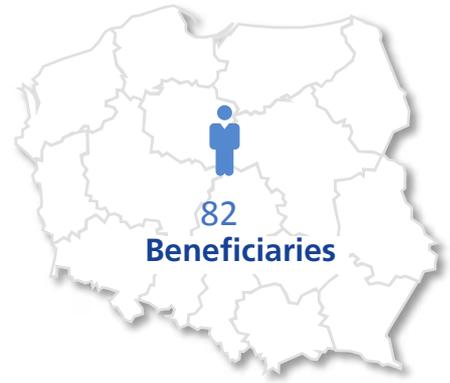


... and their tutors with theirs.



## Projects supported in Poland

THE TEAMS IN POLAND HAVE INITIATED  
A PARTNERSHIP WITH THE INDEPENDENT  
ROBINSONS FOUNDATION.



**T**ogether, they have put together a scheme to prepare young people who have been in children's homes or foster care to become economically and socially independent.

The aim is to give them a chance to discover the world of work in a company by organising placements on logistics platforms during the summer or winter school holidays.

In addition to these placements, FM Polska and the Independent Robinsons Foundation organised, in November and December, a series of workshops on the jobs in logistics in order to give the target group a better idea of what the logistics sector is and can offer and to give these young people in difficulties more opportunities for integration.

2 groups of 18-year olds were able to discover the logistics sector through a collaborative educational game designed by FM staff and the partner foundation. 2 locations were chosen: the Mszczonow site for the first group and an external site in the south of the country for the second. In total, 58 young people benefited from the scheme.

**Over 30 employees took part in the project.**

**Among them, 8 acted as mentors supporting the youngsters. After the training and preparation phase by the partner foundation, the trainees were given day-to-day supervision and support on the platforms. Extracurricular activities were also organised at the weekends, to maintain the social ties.**

**In December, the commitment shown by the mentors was recognised when they were awarded diplomas and officially thanked.**



Its main objective was to widen the young people' horizons and promote job opportunities in logistics.

«The instructors built on the messages put across in the workshops in their monitoring and support over the entire school year. The aim was to give the young people a starting point to think about future career choices,» says the director of the Independent Robinsons Foundation, Aureliusz Lezenski.

This project was funded by FM Foundation, with a 20,000 euro grant.

FM Logistic's Polish subsidiary covered 5,000 euros of the costs from its local budget. The teams contributed 900 hours of skills-sharing.

## EMPLOYEES/VOLUNTEERS' ACCOUNTS:

«Each of the placements provides an opportunity to meet young people who are extremely curious and interested. It is also an opportunity to show them that at work, we don't only have duties and obligations, but we can also learn things and meet nice people who have good values,» says Natalia, mentor at FM Fresh.

«What encouraged me to get involved was a desire to do something different. As a mentor, I have learned to be more patient, understanding and open-minded. Thank you!» Jagoda, mentor at FM Jarosty.

## BENEFICIARIES' ACCOUNTS:

Robert, one of the trainees, tells his story: «FM Logistic's activities are connected with the profile of my school and my future career. It's incredible to be able to compare the theoretical knowledge acquired at school and the concrete know-how that FM's employees use every day».

Karolina, a young trainee from Sieradz sums up: «I liked how open-minded everyone was and the good communication, and I would like to recommend this company to my colleagues. It was a very positive and serene time, with no stress».



## INTERVIEW WITH A PARTNER:

«Mobilising the local community to help people in difficult situations to find their place in adult life, that's our motivation,» says Aureliusz Lezenski, chairman of the foundation.

«We have been working with FM Logistic for 1 year now, and together we organise placements and educational games for the young people. They are very satisfied. Thanks to this cooperation, they have the opportunity to discover the jobs that exist in logistics, but above all to meet open-minded and committed employees who are a model of adult life for the young people and inspire them,» explains Anna Zelazowska-Kosiorek, coordinator of the «Safe Internship» programme at the Independent Robinsons Foundation.

**The Independent Robinsons Foundation was created in 2002 and organises educational programmes involving welfare institutions and companies to increase the number of young people prepared for independence and the world of work.**

## Projects supported in Brazil

THE TEAMS AT FM DO BRAZIL,  
FM LOGISTIC'S BRAZILIAN SUBSIDIARY,  
HAVE CHOSEN THE IOCHPE FOUNDATION  
AS THEIR PARTNER TO PUT TOGETHER  
A JOINT TRAINING COURSE LEADING TO  
A QUALIFICATION IN THE SUPPLY CHAIN.



This 12-month programme, which started in October, is intended for disadvantaged young people in São Paulo (average age 17-18). It will enable them to acquire theoretical and operational skills in order to integrate working life thanks to a diploma awarded by the Federal University of Paraná.

28 volunteer employee tutors identified among FM Logistic's staff are supporting these young people on this educational path.

«We are right at the heart of our values here: Trust, Openness and Performance. What we want to do is participate in and support the social transformation of the targeted public by providing specialised training in the supply chain field» says Michèle Cohonner, General Manager of FM do Brazil.

In addition, this is a project that unites not only our employees, but also our partners, who are joining forces with us to further the cause. For example, Sodexo has undertaken to donate 2 meals a day throughout the training period.

And so the ecosystem of the Anhanguera pilot site is contributing to this project, activating the solidarity network in favour of the beneficiaries.

**The local teams have donated 764 hours of their time to the skills-sharing scheme, plus some 225 hours of volunteering during the first months preparing and getting the scheme started.**



The employee tutors identified have been trained so that they can support the trainees throughout the year. The training modules were devised in cooperation with the Iochpe Foundation. Divided into 3 strands, the programme consists of 900 hours of class time:

- The basic modules are designed to enable the young people to brush up their knowledge. This is general training to help them integrate the world of work.
- The aim of the technical modules is to develop specific logistics skills.
- The integration modules are intended to prepare the young people to use creative techniques, to introduce them to the world of innovation and help them embark on a process of personal development.

These modules are completed by practical training on the ground alongside FM employee tutors.

## EMPLOYEES/VOLUNTEERS' ACCOUNTS:

Cristian Ferreira da Cruz, one of the employee tutors: «Being a volunteer at FM Foundation is very rewarding, it helps me to grow not only professionally, but also as a human being.»

His colleague, Mario Lopez, tells us: «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.»

## A BENEFICIARY'S ACCOUNT:

Bianca Catherine, a young trainee, tells her story: «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.»



## INTERVIEW WITH A PARTNER:

«This programme has been a big success. Recently, the cooperation scheme was evaluated by the Association of Logistics Operators in Brazil. They qualified it as relevant,» says a member of the IOCHPE Foundation, which runs the Formare programme.

**IOCHPE Foundation:  
a non-profit  
organisation that  
has been organising  
development  
programmes for  
children and teenagers  
through artistic  
education and  
vocational training for  
30 years.**

# Projects supported in India



IN INDIA, THE TEAMS AT PUNE HAVE STARTED THEIR FIRST SOLIDARITY ACTION UNDER THE AUSPICES OF THE FOUNDATION WITH THEIR PARTNER, THE SPEED FOUNDATION.



This group of 29 young people aged 18-25 received 26 days of vocational training given by consultants from the Speed Foundation as well as by FM India teams. The programme included 23 days of days of general training with modules on:

- IT classes,
- Communication,
- English lessons,
- Personal development.

Then, there were 3 days during which the FM India teams shared their knowledge of logistics.

8 trainers were involved, covering the following areas:

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



On completing the course, the young people registered with a tracking group via What's App in order to maintain the link with the FM India teams and inform them of the progress they have made in their search for a job.

Since then, 1 person has joined the local teams in Pune.

The Speed Foundation also uses its network of partner companies to offer a few jobs.

The local budget of 9,056 euros covered the set-up costs, logistics costs and paid for the young people's accommodation.

The estimated number of hours of skills sharing was over 50 hours. Volunteering hours are estimated at about 140 hours.

This first experience for the FM India teams has had some very positive feedback.

The project enabled contacts to be established with a neighbouring company, NTT Data, which is also interested in solidarity actions.

The teams exchanged on their practices in terms of human resources management as well as on ways of funding philanthropic projects in India.

The authorities took part in the official opening ceremony. In this way the local community was able to mobilise around this cause.

## EMPLOYEES/VOLUNTEERS' ACCOUNTS:

Ravindra Shete, the delegate in India, says: «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.»



The Managing Director of FM India, Gautam Dembla, emphasises:

«This is our first initiative. With the backing of FM Foundation we have been able to develop training for young people 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".»

**The Speed Foundation: a non-governmental organisation registered in 2016, which works to develop skills in India, recognised in the Maharashtra region.**

# FINANCIAL INFORMATION

## Balance sheet

ASSETS	31.03.2018
Intangible assets	
Tangible assets	
Long term investments	
<b>FIXED ASSETS</b>	
Stock and work-in-progress	
Other/Available funds	165 870
<b>CURRENT ASSETS</b>	<b>165 870</b>
<b>OVERALL TOTAL</b>	<b>165 870</b>
<b>LIABILITIES</b>	<b>31.03.2018</b>
Association funds (non-returnable)	
Profit/loss for the period (positive carryforward)	159 870
<b>TOTAL</b>	<b>159 870</b>
Dedicated funds	
Provisions for liabilities and charges	
<b>TOTAL</b>	<b>0</b>
Financial debts	
Operating liabilities	
Other debts	6 000
<b>DEBTS</b>	<b>6 000</b>
<b>OVERALL TOTAL</b>	<b>165 870</b>

## Income statement

	31.03.2018
Other income (founders' donations)	200 000
<b>OPERATING INCOME</b>	<b>200 000</b>
Commitments on donations allocated Other expenses	40 000
OPERATING EXPENSES	104
<b>OPERATING PROFIT/LOSS</b>	<b>40 104</b>
<b>Financial income</b>	<b>159 896</b>
Interest and related expenses	0
FINANCIAL CHARGES	26
<b>FINANCIAL CHARGES</b>	<b>26</b>
<b>FINANCIAL PROFIT/LOSS</b>	<b>-26</b>
<b>NET PROFIT BEFORE TAX</b>	<b>159 870</b>
Extraordinary income	
Extraordinary charges	
<b>PROFIT/LOSS ON EXTRAORDINARY ACTIVITIES</b>	
<b>TOTAL INCOME</b>	<b>200 000</b>
<b>TOTAL CHARGES</b>	<b>40 130</b>
<b>PROFIT OR LOSS (positive carryforward)</b>	<b>159 870</b>

The annual financial statements for the financial year ended 31 March 2018 show a balance sheet total of €165,870 and an amount carried forward of €159,870 .

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 11 months, from 3 May 2017 to 31 March 2018.

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 €14,000 in 20018 to the Independent Robinsons Foundation in Poland.

## LOOKING TO THE FUTURE

A NUMBER OF ACTIONS  
ARE STILL BEING  
ANALYSED AND WILL BE  
PRESENTED AT THE NEXT  
MEETING OF THE BOARD  
OF ADMINISTRATORS.

The sponsors of the actions have already structured and planned them. Their implementation remains to be worked out in depth with the volunteer employees and members of the partner foundations or associations chosen.

In each case, the project is a co-construction based on identified needs, and taking into account the motivation and the match with the social object of FM Foundation.

### China



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.

In 2018 the local teams are preparing to develop a mentoring scheme involving staff at the Taicang site. This will be a learning phase for the volunteer employees.

The aim is to build ties with 3 young people who are living far away from their families in a school in southern China and to facilitate their entry into the world of work.

The Taicang employees want to develop the mentoring relationship gradually, to widen their horizons and support these young people in their career choices.

**Couleurs de Chine  
is an association that  
was set up 20 years  
ago with the aim  
of facilitating the  
education of children  
from poor families,  
especially girls.**

## NG Concept

After a series of promotion sessions organised on the site, the NG Concept teams met representatives of the Apprentis d'Auteuil foundation in the East of France.

They want to put their professional skills to use to help improve the environment of disabled children, as part of a project to renovate a school in Strasbourg.

Over 200 pupils will benefit from renovated premises better adapted to their disabilities.



The «Joie de vivre» school in Strasbourg.

## FM Corporate, Phalsbourg

Employees from group headquarters in Phalsbourg met with members of the Fondation Vincent de Paul. After an information meeting organised for staff at the site, the team of volunteers has been working on proposals to support young people.

The aim is to set up a scheme to introduce young people with physical, psychological or social difficulties who are entrusted to the Fondation Vincent de Paul's centers to the world of work.



**The Fondation Vincent de Paul was created in 1734 to serve the poor and sick. It was recognised as a public interest entity in France by a decree of the Council of State on 26 December 2000. Its mission is to support children and teenagers with physical, psychological or social difficulties who are entrusted to it by the Departmental child welfare services.**

## Other solidarity actions

THE GROUP'S SITES HAVE LONG BEEN INVOLVED IN A VARIETY OF SOLIDARITY ACTIONS CENTRED ON SOME COMMON CAUSES. SOME OF THESE ARE IN TUNE WITH THE SOCIAL OBJECT OF THE FOUNDATION AND WILL GRADUALLY BE INTEGRATED INTO THE ACTIONS ITS SUPPORTS, THEREBY HELPING TO EXTEND ITS REACH. OTHERS WILL REMAIN UNDER THE RESPONSIBILITY OF THE SITE OR COUNTRY.

### SPAIN

12 projects are identified each year by the Blue Hearts scheme, in which over 100 employees on the sites are involved. The aim of this scheme is to bring volunteer employees together in joint projects involving extra-professional activities. 2 actions are currently being analysed with a view to requesting the backing of the Foundation.



### IN POLAND

The volunteer employees get together before Christmas and support the solidarity project organised by a national association to help disadvantaged families. They organise a collection of clothes, toys and food which are then distributed to poor families living near the sites.



## FRANCE



17 platforms mobilised in 2017 to conduct 36 actions: 12 actions in favour of children who are sick or in difficulty (social issues, disability) and 24 integration actions. Examples include the partnership with IMEs (medical-education centres for disabled children and young people) and local ESATs (centers providing work for disabled adults). Certain sites have formed partnerships with schools to enable students to discover the jobs in logistics. Others have supported actions with associations involved in integration, such as Les Jardins du Cœur, Les Restos du Cœur.

At the same time, some sites also organise site tours for groups of women on vocational retraining schemes. Others invite employees to take part in the distribution of the toys collected for children in order to bring this action to life.

The Satolas site has set up a support scheme for young people who have dropped out of school at the age of 14 or 15 in order to guide them towards an apprenticeship. This initiative was developed with the Greta further education body and the local junior high school. Skills sharing by staff from the site and a financial subsidy helped to bring this project to fruition. It has been the subject of a great deal of interest in the region and has gained the support of the DIRECCTE\*.



## IN RUSSIA

In Russia, the FM Care scheme has been mobilising employees for many years. It collects toys and clothing for children in orphanages.

This year, it has begun to work with a Moscow-based association, «Detskie domiki», which will help to professionalise these actions.

A programme to enable young teenagers to discover life in companies is one idea being considered. This initiative would be able to help guide young people in their choice of careers.

The Tchekhov platform is working in partnership with a children's social rehabilitation center. Teams of volunteer employees organise activities for young people to combat exclusion and isolation.

The Khimki site organised blood donations for a center that treats children with cancer. This operation was a great success, and will be repeated this year.



\* Regional Directorate for Enterprises, Competition Policy, Consumer Affairs, Labour and Employment.

## Other solidarity actions

### IN ROMANIA

The teams on the different sites organise collections at Christmas and the beginning of the school year for children in local children's homes.

Sometimes, they involve customers, asking them to join in the actions and expand the network of solidarity. The local delegate works with a group of volunteers to plan and implement regular one-off campaigns.



### IN ITALY

At the end of 2017, 4 volunteers took part in a national collection for food banks along with the Fondazione Banco Alimentare. The Italian delegate is now looking at how to structure a partnership with this non-governmental organisation.



### IN THE CZECH REPUBLIC AND IN SLOVAKIA

The management supports a national association through financial donations and by participating in solidarity actions for disabled children.





## AT GROUP HEADQUARTERS IN PHALSBOURG

Here employees can take part in a car cleaning operation with the local ESAT (center providing work for the disabled). This action facilitates the integration of disabled workers. This scheme has been in place for 2 years and has enabled employees to forge ties with the ESAT workers who are proud to take part in what has been a very successful operation. It is now repeated 3 times a year.



## AT GROUP HEADQUARTERS IN ROISSY

The human resources, communication and sustainable development teams participate in a solidarity day in favour of a local association, «La Ressourcerie». Volunteer employees helped with the integration center's move to new premises, which was a great opportunity for them to do something concrete and forge real ties with the beneficiaries.



Whether large or small in scale, all these actions illustrate the commitment of our employees. FM Foundation is proud to support its volunteer employees in their solidarity projects.

These first outcomes are very encouraging, and many new initiatives are being studied to extend the scheme's reach. Thank you to all those who have contributed and helped to produce this first annual report on the Foundation's activities.



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