



Diversity & Inclusion Policy

Introduction

FM Logistic is dedicated to fostering a workplace that values and promotes diversity and inclusion (D&I). As a leader in the logistics industry, we recognize the importance of integrating diverse perspectives and **creating an inclusive environment where every employee feels valued and empowered to contribute to our collective success.** This policy outlines our commitment to D&I and the strategies we will implement to ensure a diverse and inclusive workplace.

The logistics industry: a fertile ground for diversity and inclusion

Achieving greater D&I in the workplace is a growing priority in the logistics industry. Our core business, which offers jobs at all types of qualification levels, enables the integration of people who often have greater difficulties finding job opportunities, such as individuals with disabilities, seniors, and foreign nationals. **We are convinced that D&I is the winning recipe for business performance, and we are committed to becoming a genuinely inclusive and diverse company.**

Our commitments to Diversity and Inclusion

Equal opportunity employment

FM Logistic is committed to providing equal employment opportunities to all employees and applicants, **regardless of race, color, religion, gender, sexual orientation, gender identity, national origin, age, disability, or any other protected status.** We strive to create a workplace where everyone can thrive and reach their full potential.

Inclusive recruitment and career development

We aim to attract and retain a diverse workforce by implementing inclusive recruitment practices and providing equal opportunities for career advancement. This includes **fair and unbiased hiring processes, and support for professional development and training.**

Support to people with disabilities

We are dedicated to creating an accessible and supportive work environment for employees with disabilities. This includes **providing reasonable accommodations, ensuring accessible facilities, and promoting awareness and understanding of disability issues among all employees.**

Gender parity and women in leadership

FM Logistic is committed to achieving gender parity across all levels of the organisation, including leadership positions. We will continue to implement **initiatives that support the advancement of women and create a culture where gender equality is a priority.**

Support for senior people and ageing workforce

We recognize the valuable experience and expertise that senior employees bring to our organisation. We implement strategies to **support an ageing workforce, including flexible work arrangements, health and wellness programs, and opportunities for lifelong learning.**

Cultural Diversity and global Inclusion

As a global company, we celebrate cultural diversity and promote an inclusive environment that respects and values differences. We are implementing programs and **initiatives that enhance cross-cultural understanding and collaboration across our international operations.**

LGBTQ+ Inclusion

We are committed to creating a safe and inclusive workplace for LGBTQ+ employees. This includes promoting **awareness and understanding of LGBTQ+ issues, supporting employee resource groups, and ensuring that our policies and practices are inclusive and respectful of all identities.**

Monitoring and accountability

FM Logistic will **regularly assess our progress towards D&I goals through surveys, audits, and feedback from employees**. We will hold ourselves accountable by setting measurable targets and publicly reporting on our performance.

Our D&I strategy: actions and initiatives

Global D&I survey

In 2022, we conducted a **global survey** to understand employee perceptions about D&I within FM Logistic. The survey aimed to identify actions contributing to D&I and barriers across all business processes. **The results showed that while we have made good progress, there are areas for improvement, particularly in creating a truly inclusive culture where everyone feels free to speak up.**

Tailored Action Plans

Based on the survey results, we develop and implement tailored D&I local action plans, addressing specific needs and challenges per country. These plans focus on improving the work environment, enhancing accessibility, and fostering open communication and inclusion.

As an example, FM Logistic Central Europe has been conducting a campaign promoting diversity and inclusion in warehouses called "All Pros" in Poland, opening hiring to foreign citizens, people with disabilities, and more women. It educates employees on diversity benefits, prepares them for diverse teams, and trains leaders. Key initiatives include research, educational materials, management involvement, and engaging activities like quizzes and art competitions. The campaign successfully increased diversity awareness and acceptance, achieving high employee engagement, and was expanded to the Czech and Slovak markets.

Making diversity a competitive advantage

In France, our network of Adapted Enterprises FMEA helps employees with disabilities or otherwise distanced from employment through personalised support in three areas: professional (adapting job roles), social (administrative and healthcare assistance), and skills development (training programs). Employees with disabilities perform tasks in logistics (packaging, kit assembly), related services (reverse logistics, cleaning), and administration (data entry, mailing).

Partnerships and community engagement

We continue to engage with **external partner organisations** and initiatives that promote D&I. Our partnership with the *Les Apprentis d'Auteuil* foundation in France is an example of our commitment to supporting the professional insertion of vulnerable populations, particularly young people. Another example is our partnership with the *Pescar* Foundation in Brazil, to support at-risk youth: The Logistics School educates and trains vulnerable young people, with 34 FM Logistic Brazil employees volunteering as teachers.

Continuous learning and development

We will provide ongoing training and development opportunities to all employees to enhance their understanding of D&I and equip them with the skills to contribute to an inclusive workplace. This includes workshops, seminars, and e-learning modules on topics such as unconscious bias, cultural competence, and inclusive leadership.

In Brazil, a Diversity and Inclusion training program was developed for the management team in 2022 and extended to all employees in 2023. The goal of this training was to prepare them to address the social aspects of D&I, understand the role of leaders, and learn how to be allies and advocates for this cause. Additionally, Affinity Groups and Commitments were implemented to involve everyone, from warehouse operators to top managers and create an equitable workplace where all employees have the opportunity to succeed and contribute to the diversity and inclusion strategy.

Focus: D&I at FM Logistic FY2023/2024

- **Egapro Index** (gender equality in France): **91/100**
- **Gender parity**: 55% men and 45% women (41% among managers)
- **Employees with disabilities**: 9.3% of total workforce in France (compared to 6% minimum legal rate)
- **Seniority**: 19% of employees over 50 years old
- **Certified Top Employer for 9 year in a row** (D&I score: 92%, 11 points above average certified companies)

Conclusion

FM Logistic is committed to fostering a diverse and inclusive workplace where every employee feels valued and empowered. **By embracing D&I, we enhance our ability to innovate, improve our business performance, and create a work environment where everyone can thrive.** We will continue to build on our progress, address challenges, and strive to be a leader in D&I within the logistics industry.

Communication

This Policy is made available to all stakeholders.

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Position : HRD Group

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