



THE GEODIS CSR CHARTER

Our Corporate Social Responsibility (CSR) approach is based on the Golden Rule **“Be a good citizen”**, one of the 7 Golden Rules of our continuous improvement program called STS “Stakeholders’ Total Satisfaction”. CSR is therefore one of the seven guiding principles of GEODIS to achieve its Ambition 2018 objectives.

“Be a good citizen” has a twofold focus on both environmental issues and social/societal issues, and impacts our five stakeholders, namely:

- Our clients
- Our employees
- Society at large
- Our suppliers and subcontractors
- Our shareholder

In practical terms, GEODIS aims at being the CSR preferred company to deal with, through three main objectives:

1. To mitigate and lower our impact on the environment and to contribute to the fight against climate change through:

- Improving our carbon efficiency which includes energy efficiency
- Optimizing the use of natural resources by applying the “reduce, reuse, recycle” approach
- Decreasing pollutant and harmful emissions for the people and the ecosystems

2. To enhance our social/societal impact through the well-being and development of our people and local communities by:

- Ensuring occupational health and safety for our employees and anyone working on our behalf
- Promoting diversity and equal opportunity which includes:
 - Gender equality
 - Integration or reintegration of disabled people
 - Vocational program for long-term unemployed people
- Fostering community engagement which includes the reintegration of war veterans in the USA





3. To act responsibly in everything we do by adhering to:

- All applicable CSR, Occupational Health & Safety (OHS) and Environmental laws and regulations
- Strict ethical and compliance rules as stated in our corporate ethics policy, the first of which pertains to the use of forced labor and human rights violation

GEODIS will implement these three objectives through the following commitments to:

- Train and educate our employees on the social, societal and environmental impact of our activities
- Encourage our suppliers and subcontractors to implement initiatives that enable us to meet our own CSR objectives
- Motivate our employees to foster the sharing of good practices throughout the Group
- Continuously innovate and design new solutions in collaboration with our stakeholder partners
- Assess the success of our policies via both internal and external benchmark documents
- Measure and communicate our progress regularly and with full transparency through various means and especially our yearly CSR report

To support these CSR objectives, GEODIS takes advantage of a number of reference documents, international standards and norms as guidelines and frameworks, such as:

- The United Nations Global Compact of which GEODIS has been a signatory since 2003
- The sustainability reporting guidelines of the Global Reporting Initiative
- The ISO 14001 norm on environment management
- The OHSAS 18001/ISO 45001 norm on occupational health and safety
- The ISO 26000 CSR standard
- Customer-specific or industry-specific standards on CSR
- The Investors In People management and leadership standard
- The EFQM Excellence Model (European Foundation for Quality Management)

