

Bolloré Logistics Human Resources Commit to Social Inclusion

Diversity and social inclusion are part of our founding values. Over the years, many actions have been undertaken locally by our various subsidiaries.

Facing the growing inequalities in the world, we decided to step up our efforts by structuring our approach to make it more impactful.

Thus, the social inclusion policy developed by Bolloré Transport & Logistics applies to all of its business units. It takes on its full meanings in the context of Bolloré Logistics "Powering Sustainable Logistics" Corporate Social Responsibility (CSR) Program, which places the values of sustainable development at the center of its development strategy. In particular, it responds to the social aspect of this program, in which the company demonstrates its willingness to act as an employer committed to its employees.

In this context, the objective is to support people in difficulty by accompanying them in their paths towards autonomy while acting in favor of equal opportunities and employment maintenance for our own employees.

Given the diversity of our geographical locations, the fields of intervention of this policy for diversity and social inclusion have been conceived and adapted accordingly to the challenges, emergencies and constraints of our various subsidiaries. However, they all focus on common levers of action.

Recruitment : a major lever of action

Recruitment, because it marks the first contact with candidates and potential future employees, is our main lever of action: by bringing the difference into the company, we normalize it. Thus, we commit to exemplarity in our recruitment process.

Inculcate a culture of equal opportunity

- ✓ Writing a practical fact sheet promoting the respect of the principle of non-discrimination
- ✓ Creating Training/e-learning on awareness of equal opportunities
- ✓ Including an "equal opportunities" component in all management training courses

Promote the recruitment of employees from underprivileged populations: seniors, young people, women away from employment, disabled people, people with low level of training or from disadvantaged neighborhoods

- ✓ Raising awareness among the recruitment agencies we work with
- ✓ Partnering with local associations or social enterprises

Sensitize our providers

- ✓ Raising awareness of our service providers, recruitment agencies or temporary work agencies to make respect for diversity a prerequisite to any cooperation

Feminize our professions and support the career paths of our collaborators

Because today there are differences in the treatment of people with the same skills and qualifications, we are committed to paying particular attention to the career paths of our employees.

- ✓ Feminizing, with equal skills, jobs with low female representation
- ✓ Further promoting the selection of women in our various management programs
- ✓ Following and accompanying women managers in their career development (optimizing their position in certain contexts)

Being a "Disable-friendly" company

Too often stigmatized but mostly unknown, disability is often a taboo subject in business. Thus, we are committed to raising awareness and training our employees to diversity. In addition, we are committed to making it possible and facilitating the reception and professional development of employees with disabilities within our subsidiaries. Finally, we are committed to choosing partners in line with these beliefs.

- ✓ Sensitizing employees to disability: distribution of booklets, thematic awareness week, poster campaign, intranet communication ...
- ✓ Training HR teams to recruit and integrate people with disabilities
- ✓ Training managers who welcome a person with a disability to the "Management of Difference"
- ✓ Improving premises and workstations to allow accessibility and optimal working conditions for employees with disabilities

Capitalizing and giving youth a chance

Young people embody the talents of tomorrow. They instill a new dynamic and are attached to certain strong values like solidarity. We are therefore committed to encouraging their ideas and integrating them into our development strategies. We engage in particular through our school relations, to meet this public from the college to raise awareness of diversity and social inclusion. We are also committed to addressing a wider audience in order to enable the discovery of our professions, the possible career paths and thus create vocations where they were not expected.

- ✓ Intervening in various schools: presentation of our trades, reception of trainees, open doors, signing of partnerships ...
- ✓ Integrating young Talents identified during the Career Committees into the B'Tomorrow program (Program to support the most promising Talents so that they can quickly access more responsibilities within the company)
- ✓ Sponsoring promising projects : Call for projects to support youth through EarthTalent, soliciting student associations for this purpose
- ✓ Offering Student scholarships

Valuing seniors

Seniors represent a real benefit for the company both through their business expertise and their relational wisdom acquired through their experiences. Thus, we are committed to enhancing their career by highlighting their strengths and involving them in the transmission of skills vis-à-vis new generations of employees.

- ✓ Implementing missions for seniors as part of a tutoring of expertise address to junior employees

Bolloré Logistics thus takes into account fundamental societal changes and shows its will to act as a responsible employer in the 106 countries where the brand is established. Through its diversity policy, Bolloré Logistics wants to show that the difference is an asset for the attractiveness and competitiveness of the company, a source of wealth and internal cohesion that encourages innovation and creativity, the complementarity of the profiles.

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