



Corporate Social Responsibility (CSR): Strategy & Commitments

October 19, 2021



Speakers



ERIC HÉMAR
Chairman and
Chief Executive Officer



YANN PEROT
Deputy Chief Executive Officer
and Chief Financial Officer



GUILLAUME DELAVAL
CSR Director
Member of the Executive Committee
Reporting to the General Manager

1. ID Logistics in a nutshell
2. CSR issues in logistics
3. ID Logistics' CSR strategy and commitments



1 ●

ID Logistics in a nutshell

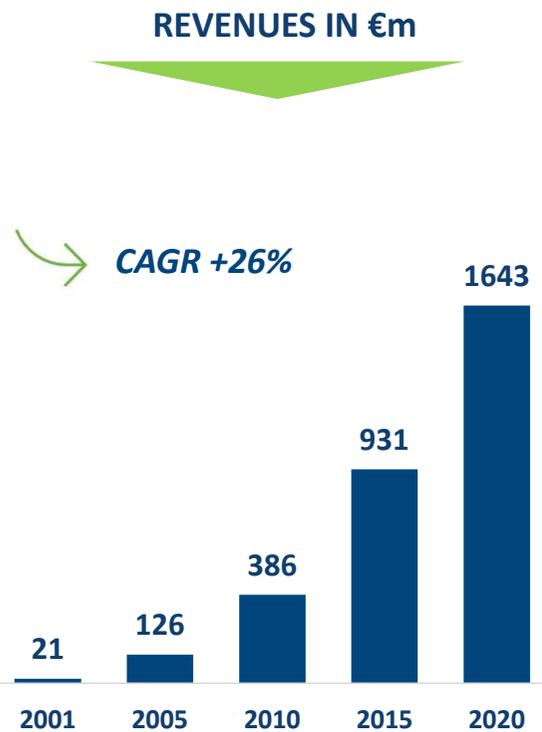
ID Logistics in a nutshell

An independent group



	Capital	Voting rights
Eric Hémar	52.3%	65.6%
Christophe Satin	4.6%	5.8%
Employees (+200)	3.3%	3.6%
Managers	60.2%	75.0%

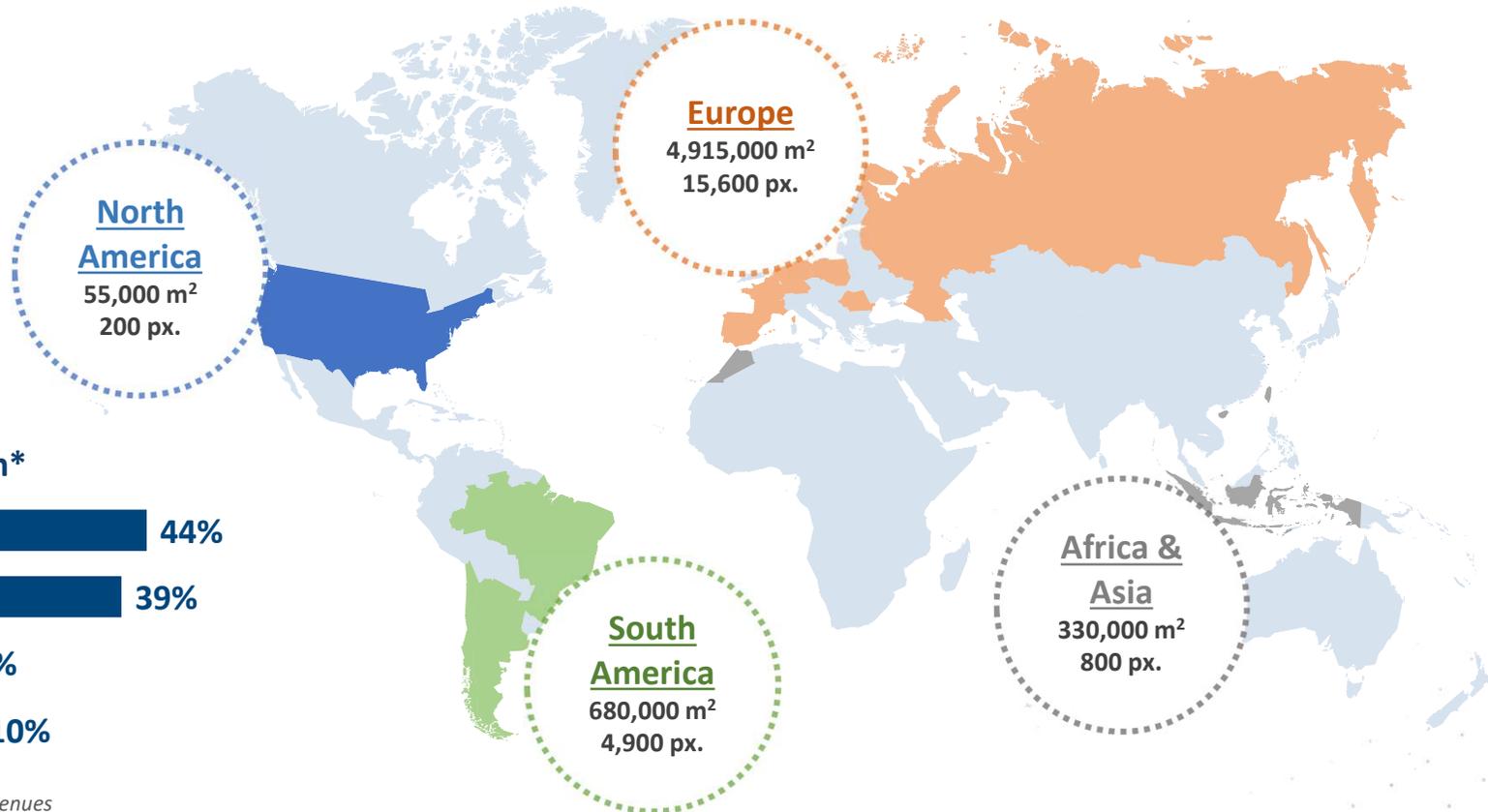
Regular and sustained growth



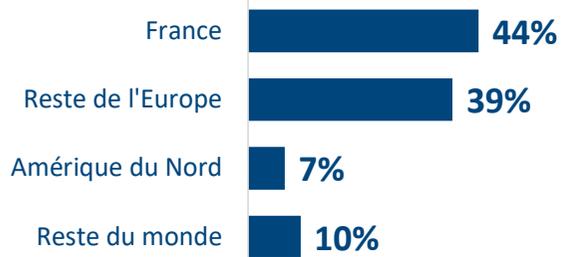
A strong international presence



Diversified geographical exposure

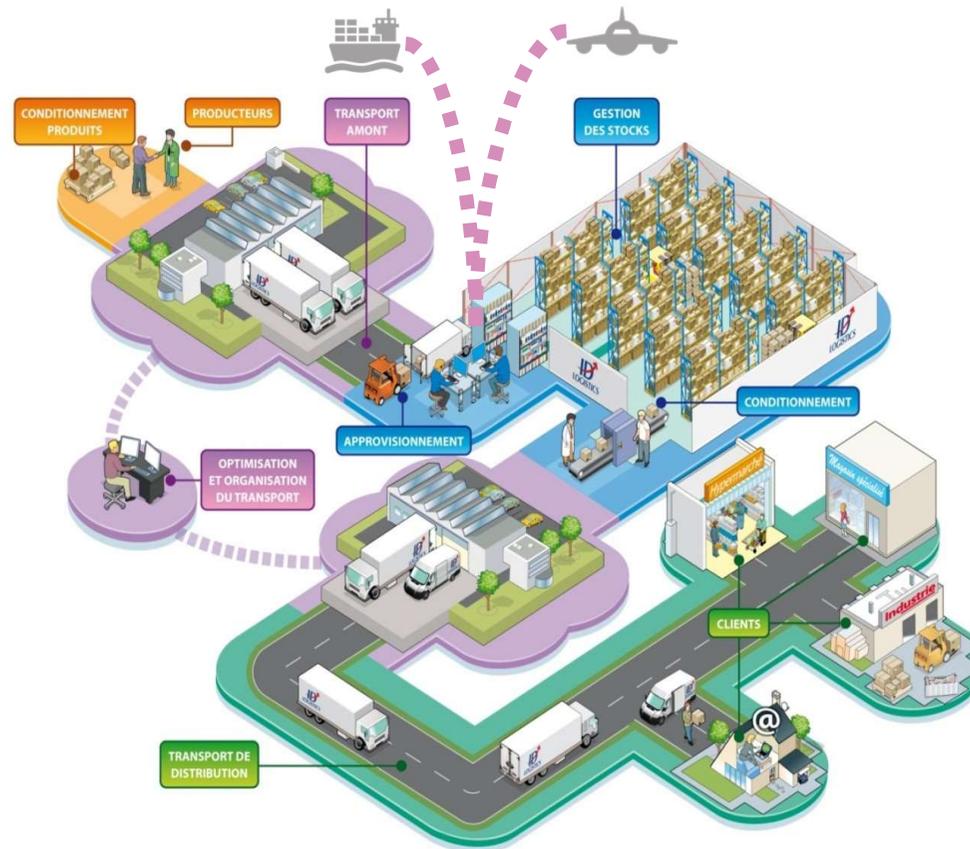


Revenue breakdown*



* % of the group's 2020 revenues

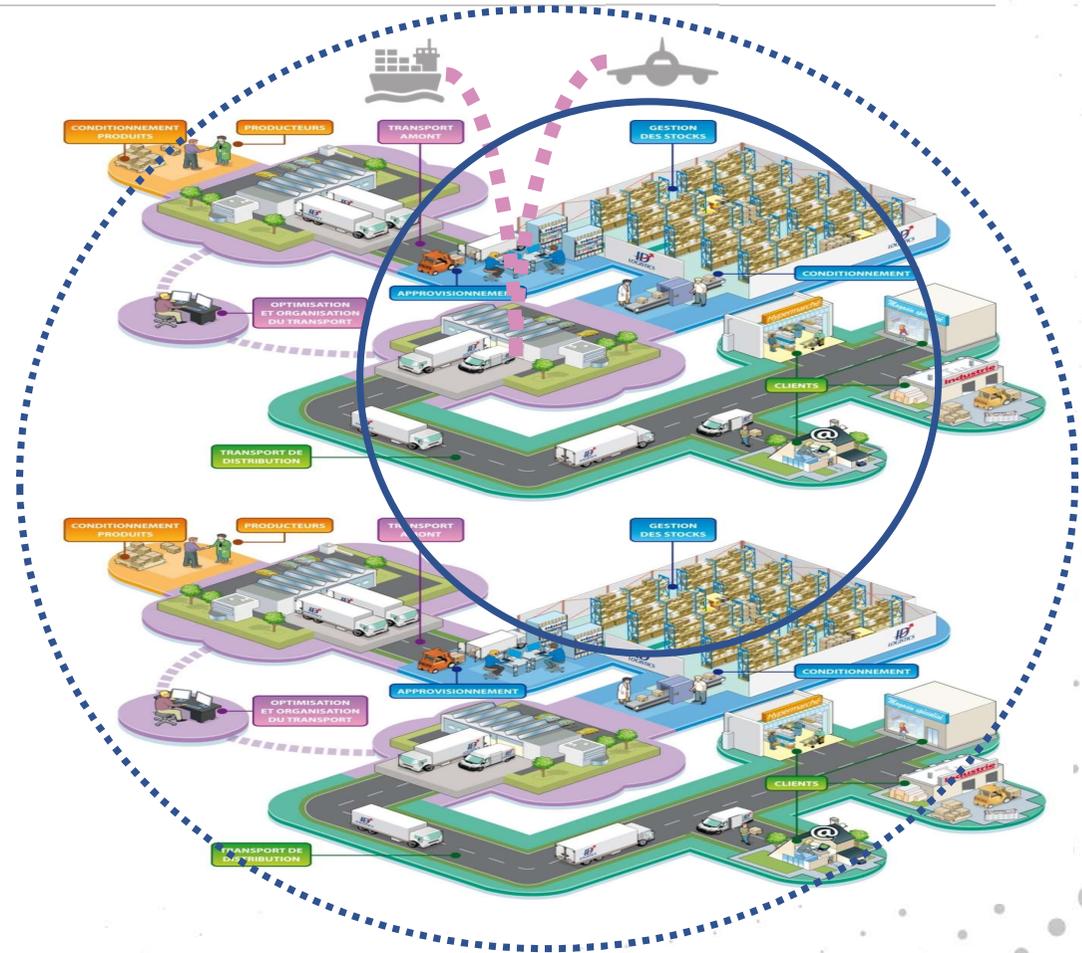
The supply chain challenges



ID Logistics: a supply chain player

A pure player in contract logistics

- Manage all or part of the physical and IT flows between a company, its suppliers and its customers
- With a result commitment on operational and economic performance
- The relationship between the customer and the logistics provider (means deployed, objectives to be reached, etc.) is formalized in a long-term contract





2 •

CSR issues in logistics

The CSR challenges of a supply chain

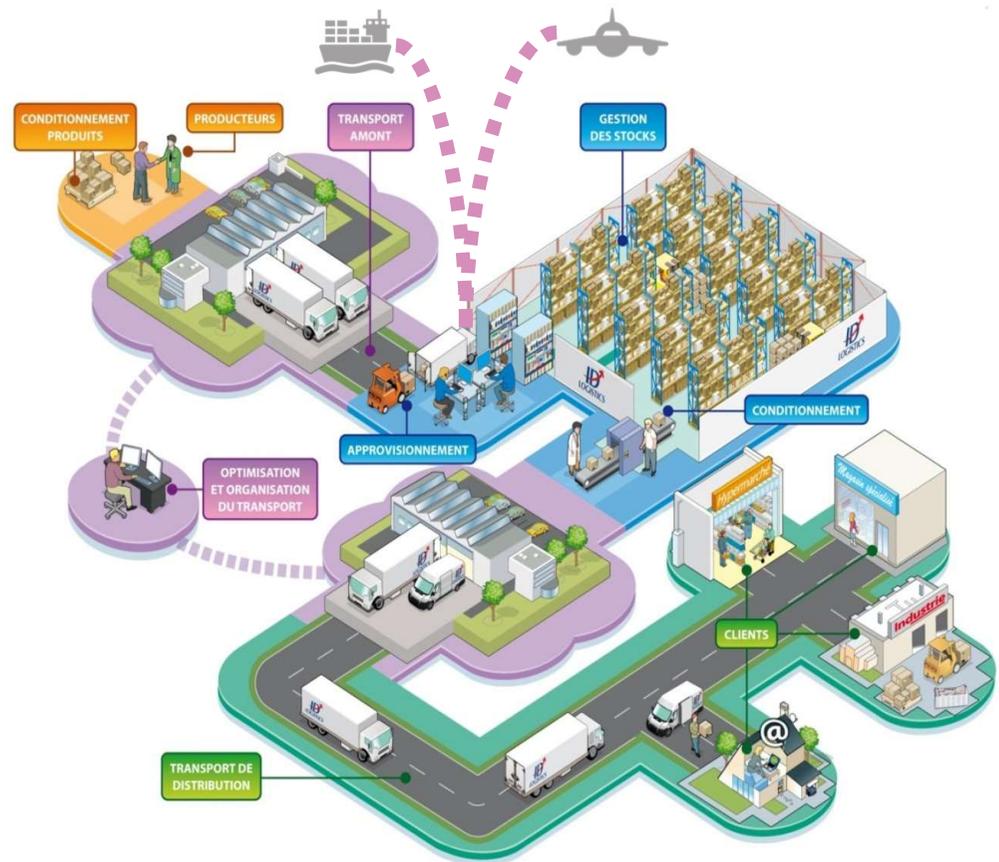
What are the CSR challenges of a supply chain?

Social Issues

- Health and Safety
- Internal promotion
- Disability, Diversity and inclusion, Gender equality
- Ethics, Respect for human rights, Social dialogue, Balanced employee relations
- Commitment to local communities, Responsible sourcing

Global Issues

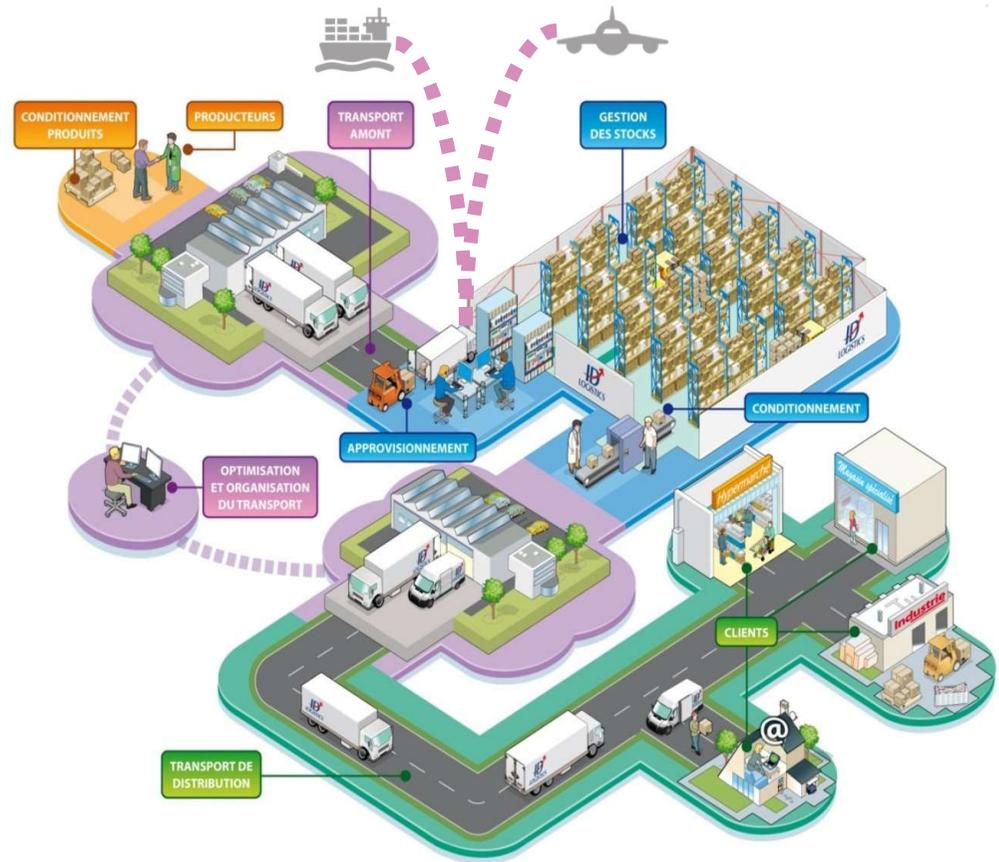
- Carbon footprint, energy intensity
- Waste management
- Sustainable real estate, Responsible transport, Preservation of biodiversity



The CSR challenges of a supply chain

Illustration: the carbon footprint (1/3)

How does a client's
carbon footprint
break down?



The CSR challenges of a supply chain

Illustration: the carbon footprint (2/3)

How does a customer's carbon footprint break down?

Retailer



Products



Stores



Supply



Clients



Food manufacturer



Agriculture



Packaging



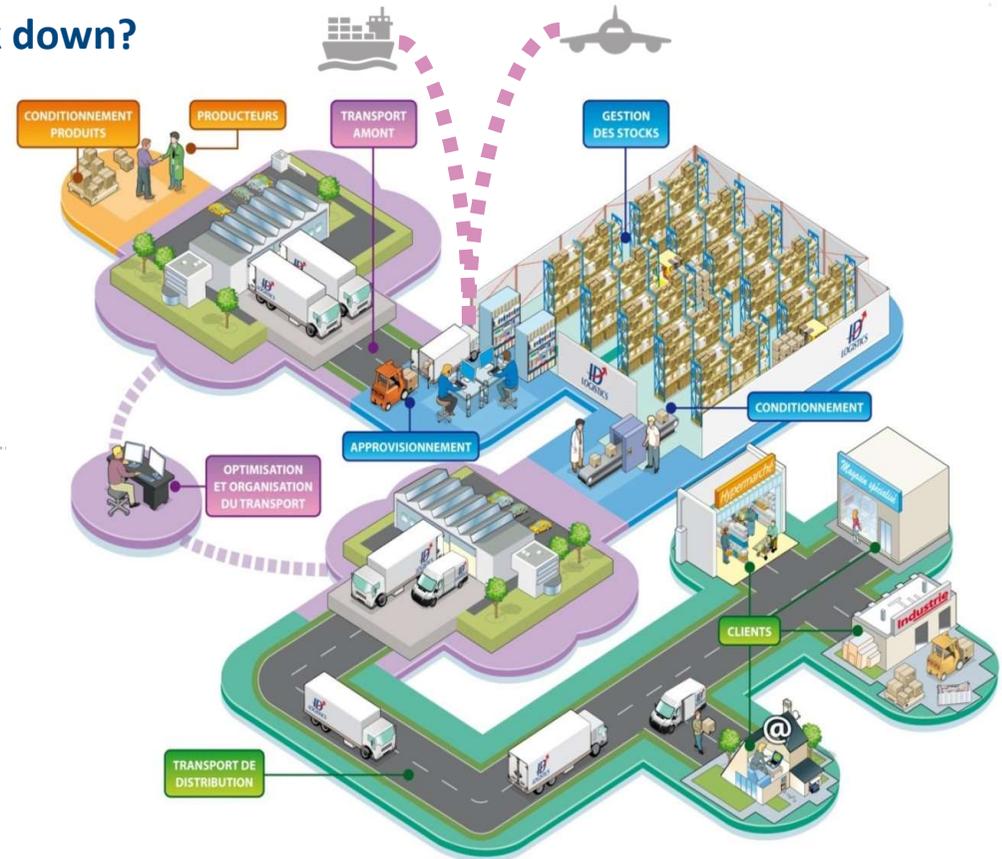
Manufacturing



Supply



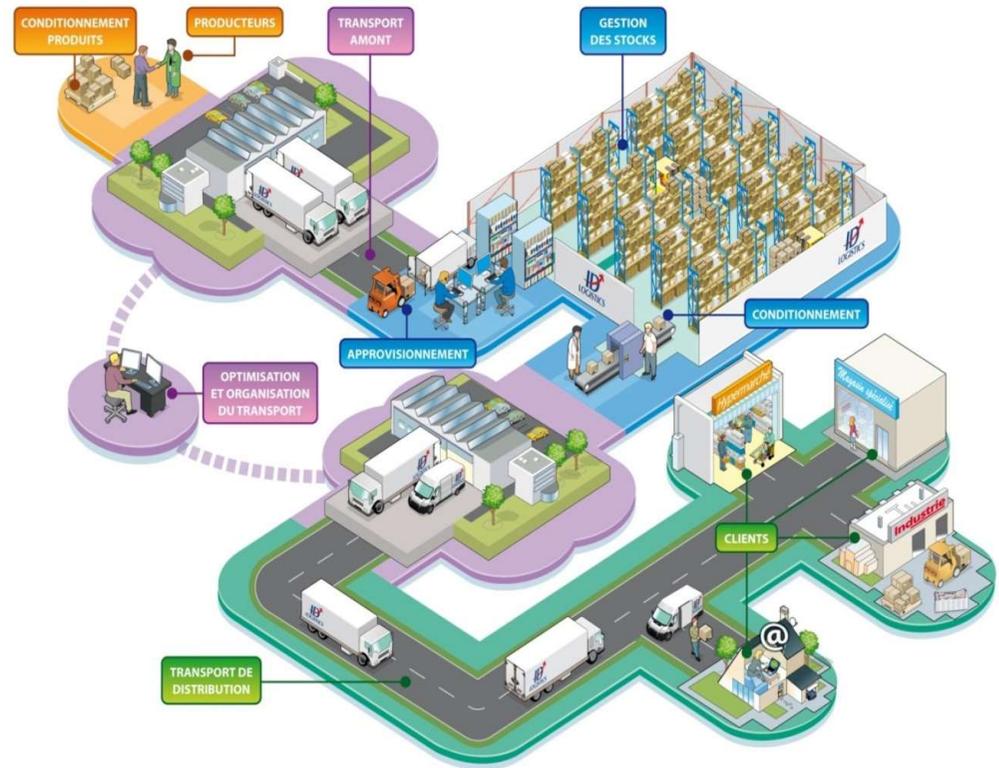
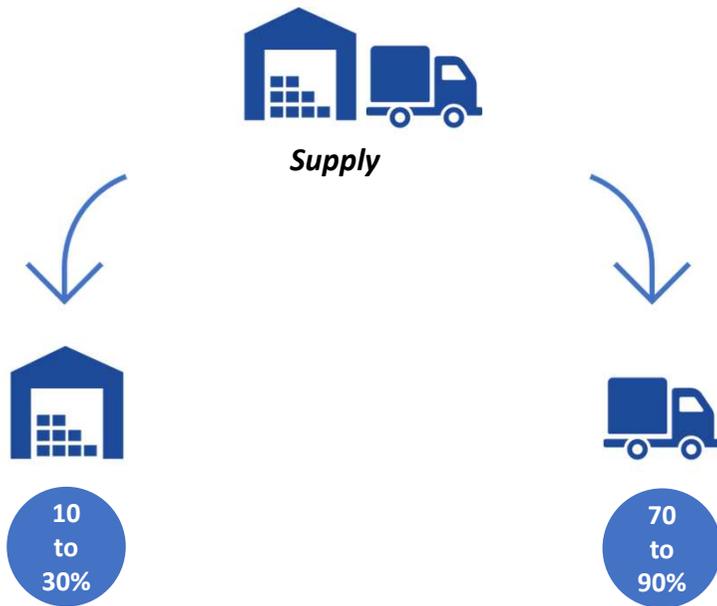
Use and end of life



The CSR challenges of a supply chain

Illustration: the carbon footprint (3/3)

And how is the carbon footprint distributed within a customer's supply chain?





3 ●

ID Logistics' CSR strategy and commitments

A CSR strategy that involves all of the company's stakeholders

CSR Strategy

Beyond corporate responsibility, an ambitious CSR policy allows the ID Logistics Group to strengthen relations with its main stakeholders

→ **Clients**

Customer Relations

→ **Staff**

Growth

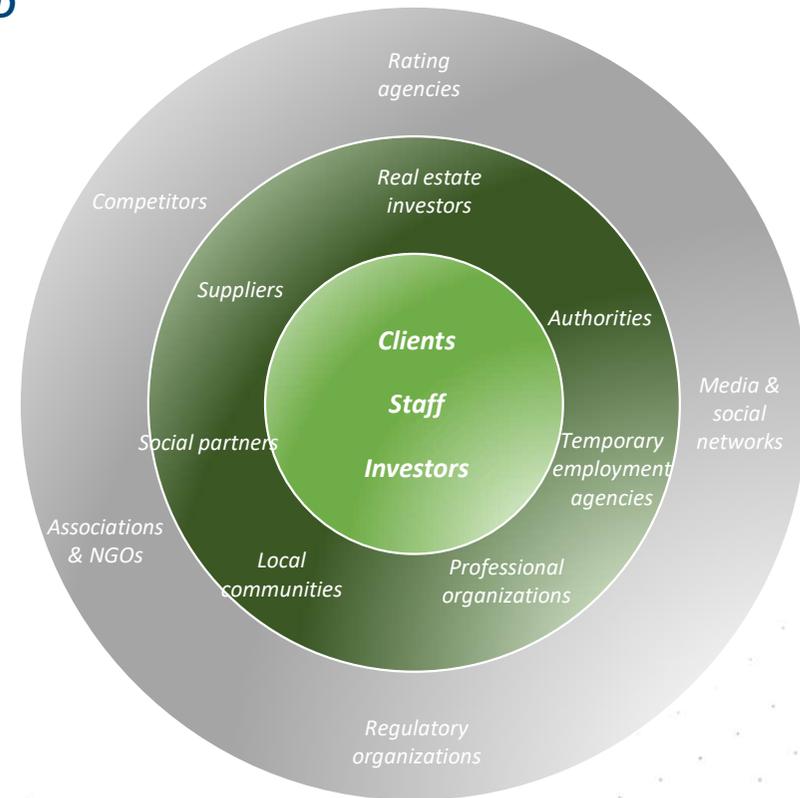
Attractivity and retention

→ **Investors**

Team commitment

Attractivity

Reputation



THREE PILLARS

1- Social

A resource that is above all human

- Being the benchmark logistics supplier for health and safety issues in the workplace
- To be a source of social advancement for employees
- To be an active player in the field of inclusion, disability and diversity



2- Environnemental

Reducing the environmental footprint & proactively supporting customers

- Reduce the carbon footprint of activities
- Significantly reduce energy consumption and waste
- Offer solutions adapted to each client's vision



3- Societal

Acting as a responsible company

- Promote local initiatives based on entrepreneurial value



ID LOGISTICS fully embraces its responsibilities in the social and environmental fields

1- SOCIAL

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ID LOGISTICS commitments

- 2022 Ethics:** 100% of country Executive Committee members and 80% of managers trained in ethics
- 2022 Responsible sourcing:** 80% of suppliers representing 95% of sourcing sign the CSR charter - sourcing ID Logistics
- 2025 Disability:** 20% increase in the employment rate of disabled people
- 2027 Health and Safety at work:** - 40% vs. 2018 in frequency and severity rates
- 2030 Internal promotion:** achieve 70% internal promotion for site managers

1- SOCIAL: HEALTH AND SAFETY

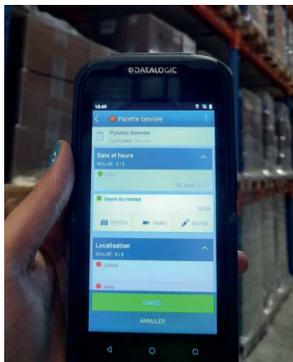


COMMITMENT TO HEALTH AND SAFETY IN THE WORKPLACE

Reduce accidents for all employees by 40% in 2027 vs. 2018

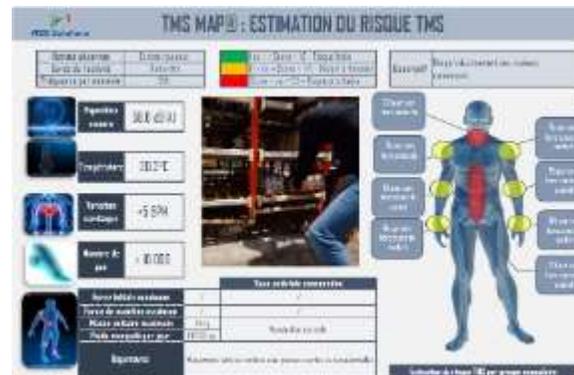
An ambitious Group policy

- A responsibility shared by all managers
- High standards (equipment, processes)
- Integration and training of all employees (permanent and temporary)
- Continuous measurement (via Frequency & Severity indicators) and regular monitoring via monthly safety visits and CID audits



A continuous improvement process

- A daily animation via the AIC (Animation at short interval)
- A long-term awareness of each person via OSMID (Safety Observation by ID Logistics Middle Management)
- A structured approach based on ergonomics



The contribution of innovations

- SECURITAB
- Hit-Not pedestrian detection
- Exoskeleton
- On-boarding Virtual Reality
- Serious Game
- Red Zone



2- ENVIRONMENTAL

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Reducing the environmental footprint & proactively supporting customers

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- Significantly reduce energy consumption and waste
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ID LOGISTICS commitments

- 2025 Waste**
Achieve 85% waste recovery
- 2025 Customer commitments**
75% of the sites have undertaken an environmental project in collaboration with their client
- 2030 Carbon footprint**
-40% vs. 2018 scope 1&2 emissions for logistics activities (CO2/Pallet) without carbon compensation
- 2030 Energy**
-20% energy intensity for logistics activities (Kwh / M2)

2- ENVIRONMENTAL: ENERGY INTENSITY



OUR COMMITMENT

Reduce energy intensity (Kwh/M2) by 20% in 2030 vs. 2018

Monitor and optimize energy consumption

- Monitoring of energy consumption (electricity and gas) with the ENERGISME energy monitoring platform already deployed on 127 sites (France + Iberia)



ENERGISM Platform

Reduce consumption

- Implementation of the LED program (60% of surfaces already equipped)
- In-depth work on eco-gestures (lighting time) and micro-equipment (presence detector)
- For new sites, identification and implementation of standard equipment (carts)

Switch to renewable energy

- Installation of photovoltaic panels on new sites
- Switch to renewable energies



Laronxe

2- ENVIRONMENTAL: CARBON FOOTPRINT

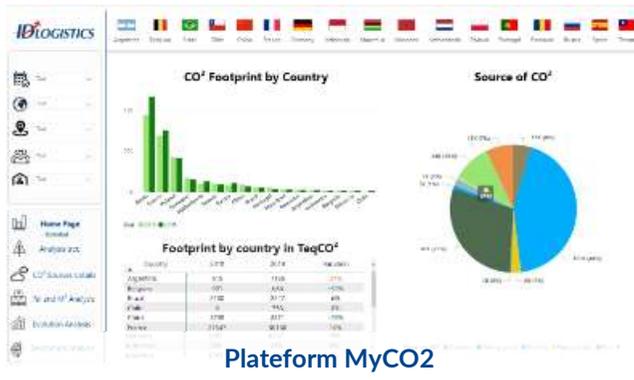


OUR COMMITMENT

Reduce the warehouse CO2 footprint (Scope 1&2) by 40% in 2030 vs. 2018 without carbon compensation

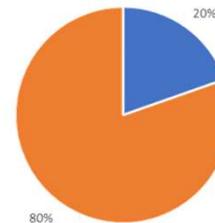
Understanding the footprint

- MyCO2 carbon footprint monitoring platform, available on all sites
- Allows each site manager to identify reduction levers and benchmark themselves in order to initiate the appropriate projects



Taking proactive actions

- Reducing consumption (in relation to energy intensity): 20% of the reduction potential
- Decarbonizing our energy mix: 80% of the reduction potential
 - Electricity: GO (Guarantee of Origin) or on-site production (Photovoltaic)
 - Gas: Bio-gas



■ Réduire nos consommations ■ décarboner notre mix énergétique

Offering systematically low-carbon solutions to customers

- Giving each client the tools to understand their footprint and the options to reduce it



Carbon simulation

10 targets for 2030



2030 OBJECTIVES

1- Social

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-20% energy intensity for logistics activities (Kwh)

3- Contributions

- 2025 Involvement in communities:**
100% of countries have engaged with local communities

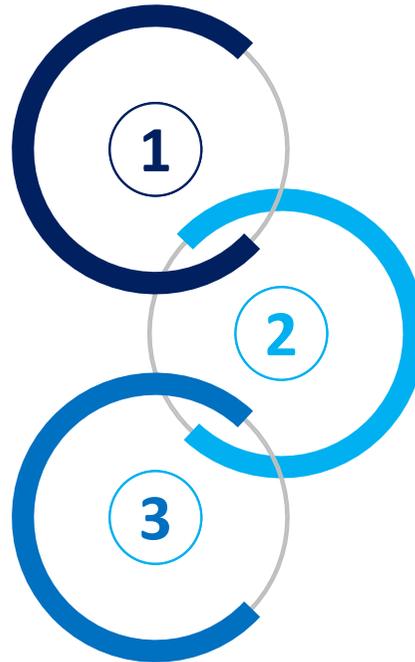
Steering of the CSR strategy

Supervision by the Executive Committee

- CSR reporting to ComEx
- Steering of the roadmap by the CSR Department according to the defined indicators

Indexation to variable compensation

Integration of CSR objectives into variable compensation starting in 2022, adapted according to the challenges of each function



A global and integrated approach

- Participation of each country
- Annual and individualized objectives
- Annual review during the budget process

A commitment embedded since the creation of the Group

THE GROUP CONTINUES TO BE COMMITTED TO A CSR APPROACH

CREATE
a CSR culture

ASSIST
our clients

BECOMING
a proactive approach

2001

2004

2006

2009

2014

2018

2020

2021

Integrated in the values (Solidarity)



- Promoting the education of children and adolescents in the favelas
- Since the beginning, 2,500 children have been accompanied daily

CID: Covering CSR control points

- Sustainable development toolboxes
- ADEME CO2 Charter
- Member of the DEMETER ClubR



To allow students from disadvantaged areas to discover and practice theatrical improvisation, a factor of personal development and social integration



Signature of AGEPHIP Convention

EVCOM commitment



Signature of the global compact



MSCI

