



Corporate Social Responsibility (CSR):

Strategy & Targets

October 2022



Speakers



ERIC HÉMAR
Chairman and
Chief Executive Officer



YANN PEROT
Deputy Chief Executive Officer
and Chief Financial Officer



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CSR Director
Member of the Executive Committee
Reporting to the CEO

AGENDA



- Reminder of the CSR strategy
- Results and trajectory
- Next steps

THREE PILLARS

A- 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 promotion for employees
- To be an active player in the field of inclusion, disability and diversity



B- Environmental

*Reducing the environmental footprint &
proactively supporting clients*

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



C- Corporate

Acting as a responsible company

- Promote local initiatives based on entrepreneurial value



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

10 TARGETS FOR 2030

A- Social

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

B- Environmental

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

C- Contributions

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

10 targets for 2030

Status

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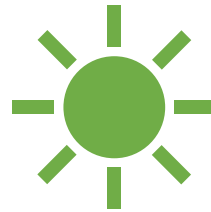
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-  Ahead of schedule
-  In line
-  Focus point

Targets where we are ahead of



Objective 3: Health and Safety at work



2027 TARGET: -40% VS. 2018 IN FREQUENCY AND SEVERITY RATES

The 6 main focuses of the security initiative

1 Monitoring of accidents rate

2 Intensified training of our management

3 Safety management



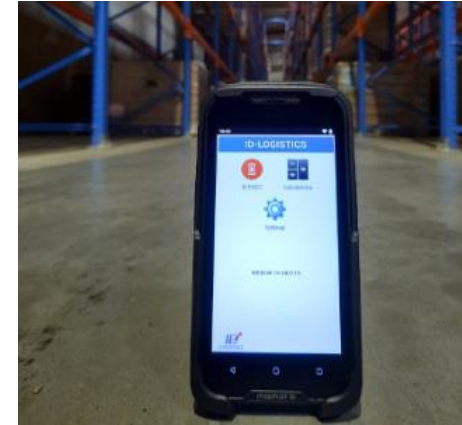
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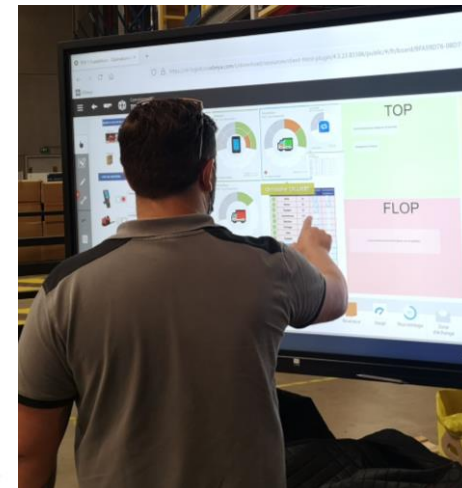
2027 OBJECTIVE: -40% VS. 2018 IN FREQUENCY AND SEVERITY RATES

The 6 main focuses of the security initiative

4 — Communication / Local management



5 — partnerships



6 — Bottom-up innovations from the operating teams



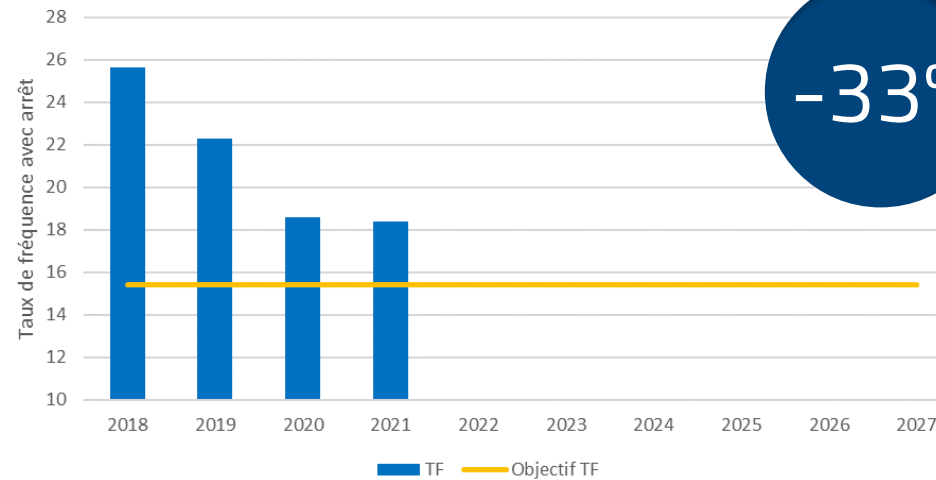
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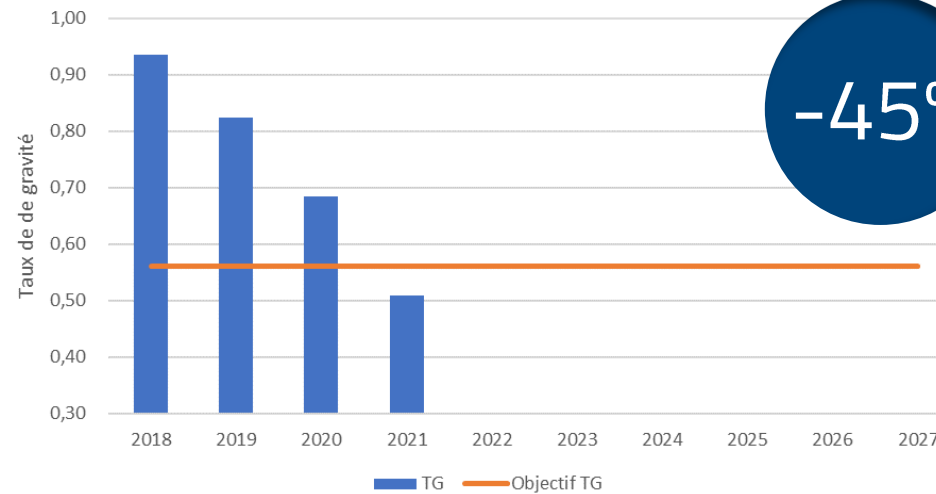
Santé / Sécurité

Objective 3: Health and Safety at work

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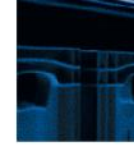


Frequency in 2021 vs. 2018



Severity in 2021 vs. 2018

Objective 8: Carbon footprint



— ● — 2030: REDUCE BY 40% VS. 2018 SCOPE 1&2 EMISSIONS FOR LOGISTICS ACTIVITIES (CO₂/PALLET)



Reduce your
carbon footprint

=



Decarbonizing
your energy

+



Reduce your
consumption

Objective 8: Carbon footprint



2030 : REDUCE BY 40% VS. 2018 SCOPE 1&2 EMISSIONS FOR LOGISTICS ACTIVITIES (CO2/PALLET)

14%

Share of renewable electricity consumed by ID Logistics

- 100% of the electricity purchased in Spain and the Netherlands is green
- Implementation of on-site renewable generation solutions



Objective 8: Carbon footprint

2030 : REDUCE BY 40% VS. 2018 SCOPE 1&2 EMISSIONS FOR LOGISTICS ACTIVITIES (CO2/PALLET)

-17%

Electricity consumption per sq. m.
since 2018

- Led program / motion detector
- Adaptation of buildings (insulation, natural light, etc.)
- "Small gestures" program

Launch of the WattsDown program
since summer 2022



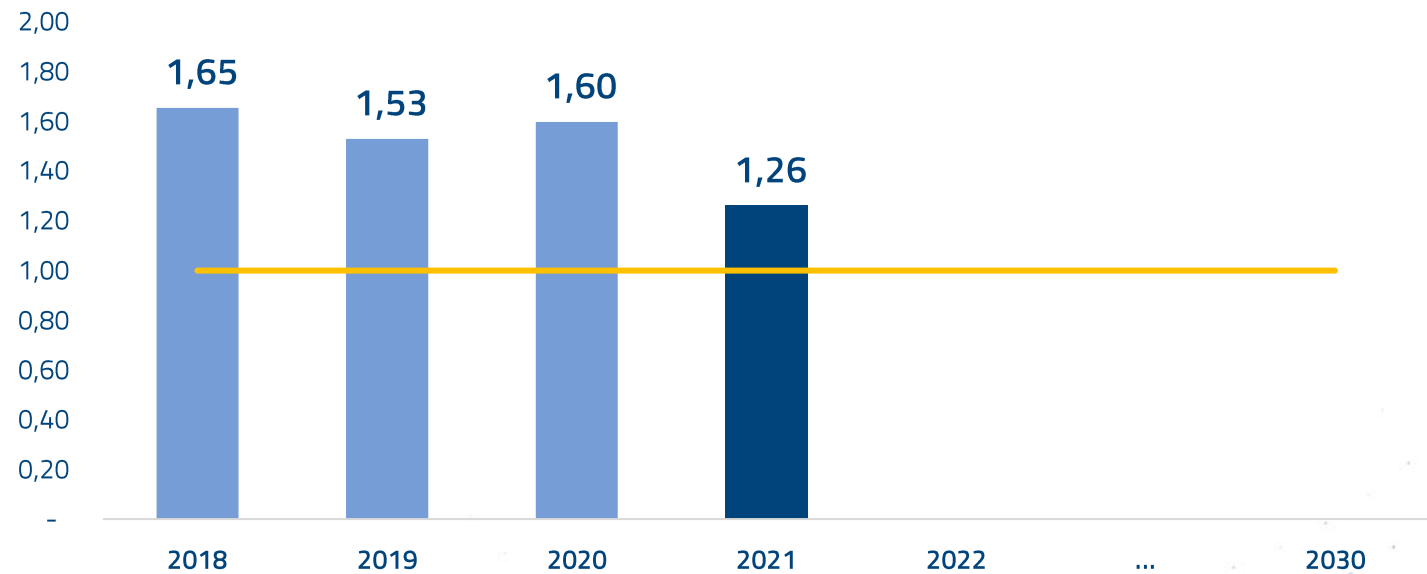
Objective 8: Carbon footprint

2030 REDUCE BY 40% VS. 2018 SCOPE 1&2 EMISSIONS FOR LOGISTICS ACTIVITIES (CO2/PALLET)

-24%

2018 scope 1&2 emissions for logistics activities (CO2/Pallet)

Kg CO2/Pallet (scope 1&2 warehouses)



Objective 10: involvement in communities

100% OF COUNTRIES WILL HAVE INITIATED A PROJECT WITH LOCAL COMMUNITIES BY 2025

Basic knowledge program

- Objective: to help employees who need it to master basic skills such as reading, writing and counting
- Conducted by a professional training organization and on a voluntary basis, this course lasts 10 days, carried out during working hours
- More than 50 employees in three regions have initiated the process in 2022.
This program will be extended to the rest of the country in 2023/2024 and is intended to be a permanent feature



Objective 10: involvement in communities



100% OF COUNTRIES WILL HAVE INITIATED A PROJECT WITH LOCAL COMMUNITIES BY 2025

IDL commits to EachOne

- Open a number of positions to refugees by integrating the support that this requires: training, acculturation, team awareness
- ID Logistics is committed to recruiting 100 refugees over the next two years

MORE THAN 80 COMPANIES

join forces to recruit 10,000 refugees in 2 years

Coalition Each one for Tomorrow

Rejoignez-nous, fortomorrow@eachone.co

GENERALI

TENT

e

The objective on which we pay attention



Objective 4: Disability

+20% INCREASE IN THE EMPLOYMENT RATE OF PEOPLE WITH DISABILITIES IN 2025 VS. 2021



Handi'News

La Lettre de la Mission Handicap d'ID Logistics



L'ACTU / Collaboration avec le STPA*

En décembre 2021, François L. de l'IMC 71 (ESAT de l'Association des Infirmités Motrices Cérébrales adultes de Saône-et-Loire) a été accueilli par le site de Mâcon pour un stage de deux semaines.

L'objectif était de faire découvrir à François le milieu « ordinaire » de travail, le secteur de la Logistique et l'entreprise ID Logistics.

Le bilan est très positif autant pour François que pour le site, si bien que l'expérience a été renouvelée pour trois semaines en mars 2022 avec toujours autant de réussite ! Une collaboration sur le plus long terme est à l'étude.

*Bénéficiaire de l'axe 1 de la stratégie d'emploi de l'ID Logistics



L'EDITO /



Chers tous,

Au-delà de notre obligation sociétale, il est nécessaire de ne pas avoir de freins psychologiques pour travailler avec des salariés en situation de handicap, ceux-ci pouvant couvrir des réalités multiples.

La collaboration avec les ESAT et les EA nous permet de lever ces freins. Elle peut se formaliser de trois façons : contrat de fourniture, contrat de sous-traitance ou mise à disposition de personnel.

Faire appel à ces prestataires va plus loin que de concrétiser indirectement l'emploi des personnes en situation de handicap. Cela permet aussi de participer à l'économie solidaire et à lutter contre l'exclusion et la discrimination. C'est s'engager dans une belle aventure humaine.

Cette Lettre est donc consacrée à ces prestataires. Ensemble, changeons le regard porté sur le handicap. Bonne lecture !

Renaud BOUET, DRH France



LE CHIFFRE / 5



C'est le nombre de salariés issus de l'ESAT de Roye mis à disposition sur le site de Mâcon.

Ils travaillent à plein temps et interviennent sur les différentes zones de préparation. Leur travail consiste à évacuer les cartons vides par les préparateurs pour les acheminer vers le compacteur.

L'INFO / EA ou ESAT, quelles différences ?

Le Secteur du Travail Protégé et Adapté (STPA) est composé de 2 types d'établissements :

- Les ESAT, Etablissements et Services d'Accompagnement par le Travail, sont des Etablissements médico-sociaux qui accueillent exclusivement des travailleurs en situation de handicap dont la capacité au travail est réduite.
- Les EA, Entreprises Adaptées, sont des entreprises d'utilité sociale, qui emploient au moins 55 % de travailleurs en situation de handicap, et qui sont régies par le Code du travail.

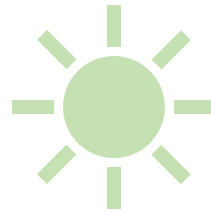
-15%

On employment with disabilities

- France is the driving force, with a rate of 4.56% in 2021, up 9%
- Insufficient results, reflecting the diversity of cultures vs. disability, the changing mix of countries in the workforce and the management of CSR priorities by country
- An international working group has been set up to identify best practices, local barriers and drivers that would enable us to achieve our ambitions

In line

The objectives on which we are in line



Objectives in line with the roadmap

1

Ethics: 100% of country management committees trained by the end of 2021

2

Responsible sourcing: 90% of French and Spanish suppliers signatories by the end of 2021

5

Internal promotion: 60% of our Site Managers

6

Waste: 12 pts improvement in the revaluation rate since 2018

7

Customer commitments: more than 10% of sites have already started an environmental project with their client

9

Energy: reduction in energy consumption per M2 of more than 6%

ESG rating agencies value our strategy



ESG rating agencies value our strategy

OUR AWARDS



ID Logistics earned
a **silver medal in 2022**
Rating of **64 in 2022** vs. 56 in 2021



GRAND PRIX HUMPACT

The group was **awarded** the Humpact 2021 Award – **Senior Employment Category**
ID Logistics ranked first in its category with 5 stars on the employment score



ID Logistics earned
a **rating of 81/100** vs. 61 in 2021



ID Logistics earned
a **rating of 49/100** vs. 31/100 in 2020



The non-financial rating agency MSCI has given the Group an **A rating** (BB rating in December 2019)



ID Logistics Netherlands is **Lean & Green** certified – 3 stars



ID Logistics answers to the **CDP survey**

Next steps



Respect *our targets*

- Commitments defined by country and integrated into the budget process
- Each country has its own roadmap, supported by the Group's CSR teams

BE *more ambitious*

- In areas where ID Logistics is ahead of schedule, ambitions will be revised upwards
- Evaluation of commitment to SBTi

Expand *our scope*

Ongoing assessment of new subjects

- Amount of waste generated per unit of work
- Employer of Choice
- Expand the categories covered by the inclusion

FOUR ELEMENTS TO TAKE INTO ACCOUNT

1

Energy is a key topic in our CSR policy. This is reflected both in our energy intensity objective (Objective #9), but also by its contribution to our carbon objective (Objective #8).

2

In a warehouse, electricity and natural gas represent more than 98% of energy consumption, the rest (fuel oil, LPG, etc.) is insignificant

3

Electricity and natural gas expenses represent slightly more than 1% of our revenues (2021 information)



4

The recommendations published on 10/6 by the Government were anticipated and are already established via our Watt's Down program

- Fine-tuning of energy consumption
- Reduction of electrical consumption linked to lighting
- Adjustment of heating / air conditioning temperatures
- Insulation and good practices concerning openings (dock doors, windows, ventilation)
- Develop on-site renewable energy production
- Optimize battery charging by avoiding peak consumption times
- Encourage carpooling
- ...



QUESTIONS/ANSWERS



APPENDIX

Reminder of the definitions and calculation methods of the indicators



- **Frequency rate:** (number of days lost due to work-related accidents (excluding commuting accidents and extensions or relapses related to previous years)/actual hours worked X 1,000) employees ID
 - **Severity rate:** (number of days lost due to work-related accidents (excluding commuting accidents and extensions or relapses related to previous years)/actual hours worked X 1,000) employees ID
 - **Employment rate of people with disabilities:** Number of employees with disabilities recognized under local legislation / Number of employees Total
 - **Internal promotion rate:** Number of site managers who held another position at ID Logistics before taking up their position / Number of site managers Total
 - **Waste recycling rate:** Sum of waste (T) recycled / Sum of waste (T) Total
 - **Carbon footprint / Pal:** Sum of scope 1 & 2 emissions from logistics activities / Number of pallets shipped
 - **Energy intensity:** Sum of electricity and gas consumption (Kwh) / warehouse area
-
- The entire scope of consolidation is covered, with the exception of Morocco, which represents an insignificant portion of the reporting scope;
 - Sites included in the environmental reporting must be open for at least six months during the year and have six months of data.
 - Unless otherwise indicated in the report, the indicator coverage rate is 100%.