

Orgon, April 2025

ID LOGISTICS ENGAGES IN THE DEBATE ON THE FEMINIZATION OF LOGISTICS: BREAKING THE CODES TO CREATE VALUE, FOR THE TEAMS AND THE COMPANY

On the occasion of SITL 2025, ID Logistics organized a committed round table on a subject that is still too little discussed: The place of women in transport and logistics, in which Sandrine Pleyne, Logistics Manager for Supplier Relations at PPG Industries and Agnès Hercouet, Supply Chain Director at Descours & Cabaud, participated.

This round table was moderated by Renaud Bouet, HR Director of the ID Logistics Group, accompanied by Eva L'Hostis, Site Director at ID Logistics and Nathalie Jean, Contract Manager at ID Logistics. Faced with a shortage of talent, persistent stereotypes and a historically masculine culture, the speakers shared diagnoses, best practices and levers for action to build more participatory – and more efficient – logistics.



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FEMINIZATION OF LOGISTICS PROFESSIONS: A SECTOR IN FULL TRANSFORMATION

The logistics and transport sectors are undergoing a gradual transformation in terms of gender diversity. While these jobs have long been perceived as predominantly male, the trend is changing: **in 2023, women accounted for 23% of employees in the sector in Europe, compared to only 15% ten years ago.** In France, they now make up 25% of the workforce, according to data from the Ministry of Labour.

This growth reflects a growing awareness among companies of the importance of diversity, but also the need to attract new talent in a context of labour shortage. However, obstacles persist, requiring concrete actions to accelerate this dynamic and fully enhance the place of women in these professions.

The round table "Women in logistics: breaking the codes, creating value" moderated by Renaud Bouet, HR Director of the ID Logistics Group during the SITL, explored the obstacles, levers and best practices for a sustainable transformation of the sector.

DIVERSITY: AN ESSENTIAL GROWTH LEVER FOR LOGISTICS

Far from being a simple question of equality, the feminization of the sector is a real performance lever at all levels, both for management positions and operational functions. Within ID Logistics, the following points could be observed:

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- **Diversity and innovation:** Mixed teams bring diverse perspectives and promote better decision-making.
- **Talent attraction:** In a sector where recruitment needs are growing, depriving yourself of female talent is a brake on development.
- **Social climate and productivity:** Gender diversity contributes to a more balanced and complementary dynamic.
- **Deconstruction of preconceived ideas:** Logistics jobs are perceived as arduous and very gendered. Fighting against self-isolation and promoting the feminization of these professions allows for better performance.

"We notice that we have come a long way in the last ten years at ID Logistics. Indeed, ten years ago, there were few women in the sector. At present, at my site in Port Saint Louis du Rhône, more than 45% of the employees are women. The platform is located in an industrialized area where the employment pool is not very attractive, with a very low male unemployment rate, which has pushed us to broaden our perspective by recruiting more and more women. - Eva L'Hostis, Site Manager at ID Logistics

CONCRETE SOLUTIONS FOR MORE PARTICIPATIVE LOGISTICS

To accelerate the feminization of women in the logistics sector, it is necessary to continue efforts to improve the ergonomics of workstations and the integration of new technologies that reduce the arduousness of certain missions and thus open up these professions to a wider public, both women and men.

Addressing stereotypes, by emphasizing that the skills required for a position are not gender-related, remains an imperative, as does providing tailored training programs that encourage women to acquire the skills needed to move into the industry. Similarly, promoting careers in logistics by highlighting female role models will make it possible to concretely demonstrate that it is possible for women to flourish in this sector.

More open recruitment methods allow for better diversification of the sector, opening the way to a multitude of profiles, thus allowing for a fundamental change.

Internal training policies and the detection of female talent are essential to allow women to evolve within the company, but also to have access to positions of responsibility.

This change also requires more attentive management, encouraging gender diversity at all levels. Finally, it is crucial to promote these professions among young girls and women, by raising their awareness from the moment they are trained, in order to ensure sustainable diversity in the sector.

Finally, a reflection on the organization of work to take into account the demands of the new generations, particularly on the relationship to work, will have to be integrated into HR strategies.

"Seclusion is a natural tendency that we all have. In professions categorized as "male", if there is no proactive policy put in place to vary profiles, change will not take place. Moreover, you can't force a manager to recruit a woman because she is a woman. The change must take place from within, clearly perceiving the added value of the feminization of the sector. - Agnès Hercouet, Descours & Cabaud Supply Chain Director.

Proving with concrete examples is the cornerstone in the process of feminization of the sector. Indeed, role models are concrete examples of integration and successful careers that inspire and attract new talent to consider a career in the logistics sector.

"Representativeness plays an essential role in showing that the sector offers jobs to women, regardless of the level. Publicizing it is crucial to illustrate that the reality on the ground has evolved, but also to continue to fight against stereotypes. This round table is a very concrete example of this. - Sandrine Pleynet, PPG Supplier Relations Logistics Manager

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ABOUT ID LOGISTICS:

ID Logistics, headed by Eric Hémar, is an international contract logistics group with revenues of €3.3 billion in 2024. ID Logistics manages nearly 450 sites in 18 countries, representing more than 9 million m² operated in Europe, America, Asia and Africa, with 42,000 employees. With a customer portfolio balanced between distribution, e-commerce and consumer goods, ID Logistics is characterized by offers involving a high level of technology. Since its creation in 2001, the Group has developed a social and environmental approach through a number of original projects and is now firmly committed to an ambitious CSR policy. ID Logistics shares are listed on the Euronext regulated market in Paris and are included in the SBF 120 index (ISIN code: FR0010929125, Mnemo: IDL).