PRESS RELEASE

Orgon, November 2026

DISABILITY: "WE WERE TOLD IT WAS IMPOSSIBLE", ID LOGISTICS BREAKS DOWN BARRIERS TO EMPLOYMENT IN LOGISTICS

"*We were told that integrating people with disabilities into transport and logistics jobs was impossible*." Today, ID Logistics demonstrates that careers in logistics can be accessible to people with disabilities. In France, the company's disability employment rate has reached 8.9%, compared with 4.6% in 2021, well above the statutory requirement of 6%. As of January 1, 2026, 586 employees had officially recognised disability status (RQTH).



@ID Logistics

A DISABILITY INCLUSION POLICY EMBEDDED IN WAREHOUSE OPERATIONS

For several years, ID Logistics' Disability Inclusion Team, working alongside HR teams and regional representatives, has focused on three priorities: facilitating access to jobs, supporting career development and adapting working conditions where necessary.

To support recruitment, ID Logistics works with France Travail, Cap Emploi and specialised organisations. The Group also develops partnerships with supported employment centres (ESAT) and specialised educational institutions (IME), notably through work experience placements at its sites.

For existing employees, support focuses on applications for officially recognised disability status (RQTH), job retention and workplace adaptations. ID Logistics has developed practical disability guidance sheets for managers, outlining the specific needs associated with different types of disabilities and possible support measures. Translated into English, these resources are shared internationally.

Particular attention is paid to invisible disabilities, including certain chronic or progressive illnesses. Support with RQTH applications and adaptations to working conditions help employees maintain long-term career stability. Several employees with disabilities have also been able to progress into management positions.

"Our industry is hiring, and our recruitment needs will continue to grow. We cannot afford to overlook skills and talent. Including people with disabilities addresses this reality: broadening our recruitment pools, adapting jobs and working conditions where necessary, and supporting employees throughout their careers. Beyond

ID LOGISTICS
55 Chemin des Engrenauds
CS 20040 – 13660 Orgon
Tel. 04 42 11 06 00
https://www.id-logistics.com/

ID LOGISTICS PRESS CONTACT:
Agence Rumeur Publique
Jérôme Saczewski – Célia Forest – Mélina Tréhin – Faustine Levy
Tel. 06 78 54 02 91
presseidlogistics@rumeurpublique.fr

the figures, our ambition is to embed this approach in the daily operations of our sites, with managers fully involved. It is an approach that is social, pragmatic and economic, benefiting both employees and the company's performance." **— Renaud Bouet, Group HR Director, ID Logistics**

DUODAY AT THE HEART OF LOGISTICS JOBS

On November 19, 2026, several ID Logistics sites in France will take part in DuoDay. People with disabilities will have the opportunity to spend a full day discovering a job alongside a volunteer employee, from order picking to administrative and management roles.

For the 2026 edition, more than 130 ID Logistics employees have already volunteered to welcome a person with a disability. In 2025, 48 pairs were formed across the Group's French sites. These work experience opportunities help participants discover logistics jobs, challenge perceptions of disability and can provide a first step towards employment.



ABOUT ID LOGISTICS:

Led by Eric Hémar, ID Logistics is a global contract logistics group that generated revenues of €3.7 billion in 2025. The Group operates 450 sites in 20 countries, representing 10 million sq. meters across five continents, and employs 55,000 people. Its activities span retail, e-commerce, consumer goods, cosmetics, and fashion, with a strong technology component. ID Logistics is listed on Euronext Paris and is a member of the SBF 120 index (ISIN: FR0010929125; ticker: IDL).

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