

Orgon, November 2024

ID LOGISTICS WINS THE INCLUSION CHALLENGE BY INTEGRATING MORE THAN 7% OF DISABLED WORKERS IN ALL ITS SITES IN FRANCE

ID Logistics, an international leader in contract logistics, has made a strong commitment to the inclusion and integration of workers with disabilities in its CSR approach since a long time. On the occasion of the European Week for the Employment of People with Disabilities (SEEPH), ID Logistics unveils the many initiatives it is carrying out on all its sites, throughout the year, and in the different regions of France.

As a solidarity-based, inclusive and committed company, ID Logistics has a rate of more than 7.7% of employees with disabilities in its logistics teams in France by 2024. This record-breaking result for the sector was made possible thanks to the mobilization of a dedicated ID Logistics team, offering personalized support to workers with disabilities, whether they are physical, mental or dysfunctional disabilities.

At ID Logistics, actions in favor of disability are based on four main axes:

- **Awareness and training:** about forty explanatory sheets have been written internally to make managers aware of the different types of disabilities. This initiative can also be deployed in all the countries where the Group is present.
- **Recruitment and integration:** in partnership with employment actors such as France Travail and temporary employment agencies, ID Logistics publishes disability-friendly job offers and recruits workers with disabilities.
- **Job retention and prevention:** an e-learning module is offered to managers to improve the greeting and communication with employees with disabilities. The objective is to better understand the disorders on a daily basis in order to guarantee good working conditions. Aware that this can also affect the employee's personal sphere, ID Logistics supports the daily lives of employees with relatives with disabilities, offering them personalized support.
- **Responsible purchasing:** the company collaborates with many ESATs (Employment rehabilitation establishments and services) as service providers, in order to promote the employment of disabled workers.

STRONG MOBILIZATION FOR DISABILITY WEEK (SEEPH)

As every year, the 110 ID Logistics sites in France are taking part in the European Week for the Employment of People with Disabilities (SEEPH), which will take place from November 18th to 24th 2024. For this edition, several activities are planned, including awareness-raising workshops on disability in the workplace and on-site sports demonstrations by disabled sports clubs.

On Thursday, November 21st, 2024, DuoDay will be held, an initiative organized by AGEFIPH in partnership with the Ministry of Labor, Health and Solidarity, as part of the SEEPH. On this occasion, 117 offers were published on the website to allow people with disabilities to spend a day in pairs with ID Logistics employees, in order to discover their jobs. This immersion not only allows them to better understand the job and assess whether it corresponds to the person's aspirations, but can also lead to a job opportunity.

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ABOUT ID LOGISTICS:

ID Logistics, managed by Eric Hémar, is an international contract logistics group with revenues of €2.75 billion in 2023. ID Logistics manages nearly 400 sites in 18 countries, representing more than 8 million sq.m. operated in Europe, America, Asia and Africa, with 38,000 employees.

With a customer portfolio balanced between retail, 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).