

“XPO Logistics is proud to foster inclusion through employment”



Inclusion is one of our core values as a company. We all learn from the rich diversity of perspectives that our employees bring to work every day.

We are keen to support initiatives that are stepping stones on a career pathway for everybody – whatever their background, skills, origins, gender. As a large employer, we have the opportunity to make an impact that can change people's lives by offering rewarding jobs and providing training to support career advancement.

We believe it's imperative that our company reflects the diverse makeup of the customers and communities we serve. Our commitment goes beyond just saying the right thing – we're determined to do the right thing.

XPO is proud to foster inclusion through employment in all our operations across the region. Europe is about diversity, and this is the value we promote every day at XPO.

**Jacopo Mazzolin, senior vice president, human resources – Europe**



On July 1, we're taking part in the 9<sup>th</sup> edition of the “Employment Dialogue” organized by the French association Officiel du Handicap at the French Ministry of Economy, under the sponsorship of the French President of the Republic. The goal of this event is to gather all public and private stakeholders in order to exchange perspectives on existing initiatives, and to identify challenges that are still to be overcome to promote employment of differently-abled people.

**log'ins**

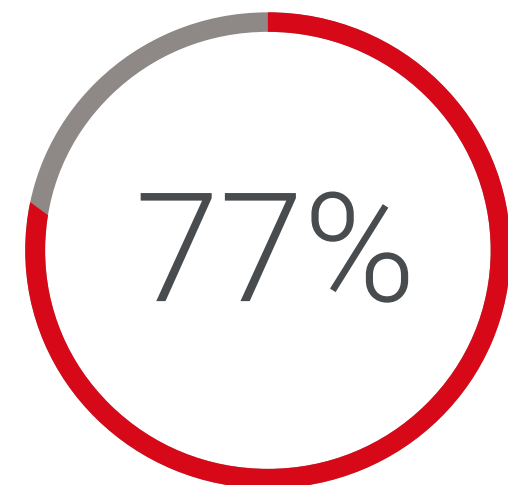
Ares & XPO Logistics

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**WORKFIT**  
Connecting employers and employees

[Click here to learn more](#)

XPO and Ares, an organization that supports social inclusion in France, established a social joint-venture called Log'ins in 2011 that is a springboard for helping differently-abled individuals achieve a smooth entry to work. Drawing on XPO's expertise, the program trains participants in logistics jobs, such as forklift operation and order preparation, as well as in skills that help them succeed in a traditional workplace environment. Through Ares, participants receive individualized social support to help them find housing and financial assistance.



Over the last eight years, 77% of differently-abled Log'ins participants have found employment or received additional training toward their goals.

## Testimonial from Rodolphe Pibouteau, human resources director – France and Switzerland

### Why did the company launch this program?

Our diversity policy promotes equal opportunities. We saw the opportunity in France, where the unemployment rate of differently-abled people remains high, to provide a bridge into the work world through some of the entry level jobs that are the foundation of the logistics industry.

### What does it bring to employees taking part in this program?

Differently-abled or unskilled workers receive training in logistics professions, along with access to employment in companies through personalized social (housing, access to care, mobility, etc.) and professional support.

This gives people the opportunity to be part of society, and it equips them with the long-term skills and support they need to plan for the future.

### How have you seen the program enhance the work experiences of employees who work with differently-abled employees?

It has improved the overall working experience by helping reinforce a spirit of solidarity, cohesion and kindness. Working with a richer spectrum of people changes employees' attitudes and their perceptions of people with disabilities. As for the differently-abled employees, they feel integrated and recognized for their work.

### What does this program bring to the company?

XPO Logistics is committed to combating all forms of exclusion and discrimination. We can all learn from the diversity of perspectives provided by all of our employees. This program fosters the mutual assistance, team spirit and cohesion that are fundamental to the healthy functioning of any business.



[Click here to view more testimonials from our log'ins participants](#)





## Testimonial from Sébastien Manugal, Log'ins participant

Sébastien moves pallets for the supplier quality department. He's in charge of supplying our employees' work areas with a double forklift truck. He holds the required permit (CACES 1) and has an internal driving license for this type of trolley.

### What do you enjoy the most?

Everything that is related to my job – the location, the hours, the atmosphere, the department I'm working in, as well as my colleagues. I'm very proud of my commitment and my inclusion in the team.

### Why do you like working with your colleagues?

I feel there's solidarity and understanding between colleagues.

### How does this job help you in your personal life?

It brings me autonomy.



## Testimonial from Alexandre Viand-Porraz, Sébastien's manager

### What do you enjoy the most?

It's an enriching experience that helps our colleagues evolve during the time they spend at XPO, thanks to our management and the support we provide.

### How has managing Sébastien influenced you from both a personal and professional standpoint?

Personally, working with Sébastien taught me to take time when I explain the work and to give feedback in a way that makes him feel totally at ease in carrying out his tasks. The main difference is a different approach to communicating to make sure he understands the message I want to convey.

### What do you think you're teaching Sébastien?

Autonomy, self-confidence and accountability through the tasks he performs.



In the UK, XPO supports a number of associations, including Workfit, an organization that connects employers with individuals with Down's syndrome. As a part of its outreach, Workfit provides training for employers to help support the program's participants in the workplace.

Logistics is a sector where we can offer tailored employment solutions that can help empower individuals with Down's syndrome. Through Workfit, six young adults with Down's syndrome began employment at an XPO site in 2018. Each colleague has at least two "buddies" within the team and a designated trainer assigned to them. The trainer will stay with them as long as is needed and works as part of the buddy team. The program benefits everyone involved and is a way for us to contribute in a meaningful way to creating a strong community.

## Lots of Socks Day

Every year, our Grand Central site in the UK celebrates the "World Down's Syndrome Day" by wearing different socks. It's our very own contribution to "Lots of Socks" Day, a worldwide campaign aimed at raising Down's syndrome awareness because chromosomes are shaped like socks and people with Down's syndrome have an extra chromosome. Over the past few years, a genuine movement has started in our site with a lot of people now wearing different socks on March 21.



## Testimonial from Alana Fagan, Regional HR Manager, Supply Chain - UK

### What does Workfit bring to the employees taking part in this program?

For the employees with Down's syndrome, it allows them to be defined by their personality, skills and experience as opposed to their disability.



### How have you seen the program enhance the work experiences of employees who work with differently abled employees?

It has enhanced our colleagues' on-site work experience as they are getting involved in an initiative outside of their day-to-day role that they may not have experienced otherwise. It really brings about a sense of family and teamwork to the site. The buddies who work with our colleagues with Down's syndrome feel a sense of purpose and achievement that they are enhancing the lives of others.

### What does this program bring to the company?

Being part of this initiative brings diversity and inclusion to life. It is not just talking about it, but actively doing it and living it daily. It also demonstrates that we are an equal opportunities employer and can adapt and make reasonable adjustments to accommodate individuals with disabilities.

[Click here to view more testimonials from our Workfit participants](#)





## Testimonial from Keith Mayne, General Manager - UK

I launched this initiative back in November 2017. I have a 7-year old daughter with Down's syndrome and I wanted to invest in her future. I have worked with the Down's Syndrome Association on some charity events and had read an interesting article related to the Workfit program. I really like their approach. It's all about allowing people who have Down's syndrome or learning disabilities an opportunity to work in a work environment. We've seen that with the right support, candidates can offer the same level of output.

I really appreciated the support of the two site managers who welcome Workfit participants in their team and those who are considering doing it. It's just a drop in the ocean for now, but I hope we can continue as long as we can as there is so much more than can be done.



## Testimonial from Aaron Walker, Workfit participant

**Aaron is in charge of looking after the cardboard boxes and recycling at our Grand Central site in the UK.**

### What do you enjoy the most?

Everything! But most importantly, I like the managers and buddies. They're very helpful.

### Why do you like working with your colleagues?

They're all my friends. It's like a family but in the workplace. We respect each other, and they help me a lot.

### How does this job help you in your personal life?

I now get money, which helps my family. And I can also save for my holidays.

## Testimonial from Joana Krasnodebska, Aaron's trainer

Joana is Aaron's trainer. She ensures that Aaron is trained regularly to use the cardboard compactor. She's providing him with lots of training, including a refresh about all the rules he needs to follow.

### How has managing Aaron influenced you from both a personal and professional standpoint?

I needed to adapt to the training system because it was a different kind of training. He is a very friendly person with big aspirations to become a manager in the future. For example, he likes to say good morning to everybody, which creates a sense of belonging.

### What do you think you're teaching Aaron?

First, I help him understand everything about health and safety and that we must have each other's back, which is a very important thing about his role in this company. But I also teach him how to work as a team player. He's a fast learner.

### What do you enjoy the most about the program?

I really enjoy spending time with him because he is always happy and he makes my day. And he makes me feel that nothing is impossible.

