



European Statement of Purpose: Diversity and Inclusion

As a leader in our industry, we have a responsibility to set the highest possible standards at XPO. This starts with our value system — the foundation of our culture — which keeps our focus firmly on our customers, colleagues and communities.

We commit

to contributing to a rich, inclusive and equitable culture at XPO through our decisions and actions. In doing so, we aim to support the professional development of all colleagues regardless of gender identity, nationality, age, education, career interest, disability, and ethnic and social life experiences.

We commit

to recognise that each individual brings unique value to our organisation. We will demonstrate this belief by promoting diversity and inclusion and ensuring equal opportunity.

We commit

to maintaining a strong cultural infrastructure at XPO to achieve these goals, including:

- Practices that foster exemplary leadership by training managers to combat discrimination, reinforced through frequent communication;
- Practices that actively integrate diversity and inclusion objectives into recruitment, promotion, training and career management activities; and
- Policies that adapt to local contexts to effectively foster team diversity and inclusion in all forms, at all levels of qualification, and through all local recruitment channels.

We commit

to regular monitoring of progress against the goals expressed in this Statement of Purpose to ensure that our commitment to diversity and inclusion delivers practical results.

XPO European Executive Committee

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President - Europe

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Managing Director - France

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Managing Director - UK&I

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