



Woehls'engage - Transport durable & responsable

ACTIVITY REPORT CSR 2024

"Throughout the seasons..."

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II. Company business model

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Saving resources: “Nobody can do everything, but everyone can do something for the planet” Committed freight forwarder: “Working together towards a better future” CO₂ reduction in our Supply Chain

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EDITORIAL

A word from the CEO

“ Ecological and societal transition is no longer an option: it is an inescapable necessity and a deeply shared ambition. By ensuring that our actions are meaningful and that our practices are aligned with our values, we create an environment where everyone can contribute to a shared project. Far from being a mere imperative, this approach is instead a unique opportunity to reinvent our ways of doing things, strengthen our positive impact and actively contribute to a more sustainable and inclusive society.

I am particularly proud to see the extent to which our teams are mobilising around these major issues. Their commitment, creativity and ability to initiate projects bear clearly demonstrate the scale of our collective transformation. Each initiative, whether it's reducing our environmental footprint, promoting well-being within our teams or forging even stronger links with our stakeholders, is a building block in a shared project that conveys meaning and values that are important to us all.

We are aware that there is still a long way to go, but together we are stronger and more able to make progress.

Let's continue our efforts, drawing on the certainty that each action counts and that our collective ambition can become a source of inspiration and transformation for those around us. I would like to extend my sincere thanks to all our employees, whose daily commitment breathes life into our ambitions and makes our vision a reality. Together, we are making this transition an opportunity for collective progress, going beyond the challenges we face to build a sustainable future. ”

Christian Hoeffler
Managing Director



We invite you to discover the **WOEHL SYMPHONY...**

[CLICK HERE!](#)

OUR VALUES

Woehl, creating solutions

People play an important role in our business model and our success is based on the essential values of respect, listening and recognition. As a creator of innovative solutions, we draw on the expertise of our specialist teams to offer a bespoke service and to fulfil our customers' requirements precisely.

Key figures:

100

years of experience

3rd

carrier for the Grand Est region in France

123 million euros turnover in 2024



350,000

shipments throughout Europe

210

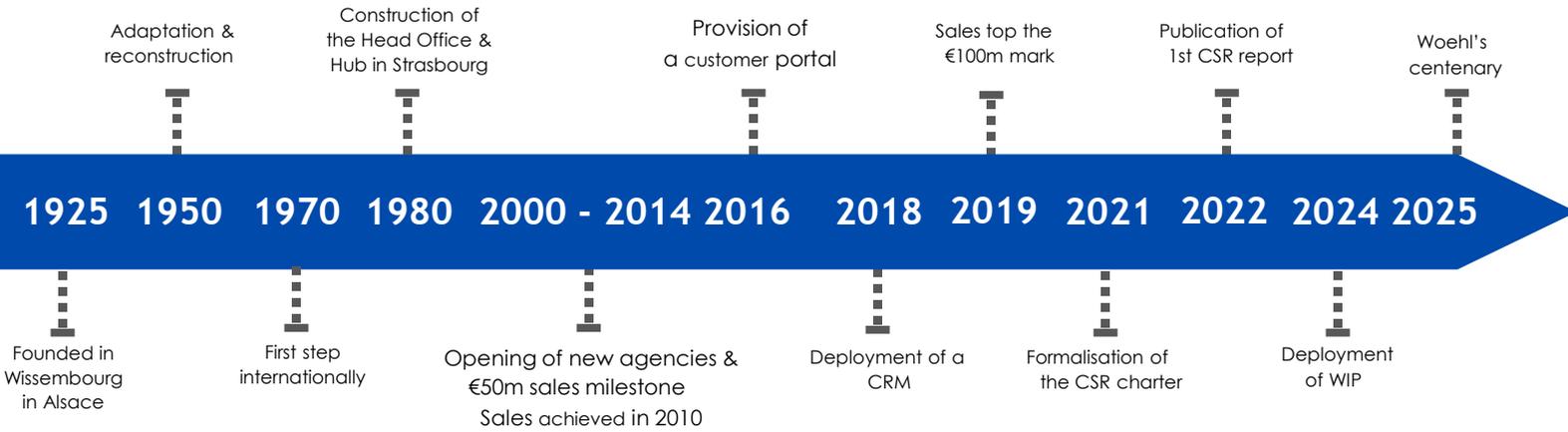
employees ready to assist you

9 agencies



HISTORY

Woehl, a story spanning a century...



Our values

Our success is above all based on people:

- **Our employees:** are the pillars supporting our collective performance.
- Our **customers at the heart:** your needs and expectations are at the heart of what we do.
- **Our transport partners:** key players with whom we develop lasting relationships.

- > Listening
- > Respect
- > Recognition



ONE BUSINESS

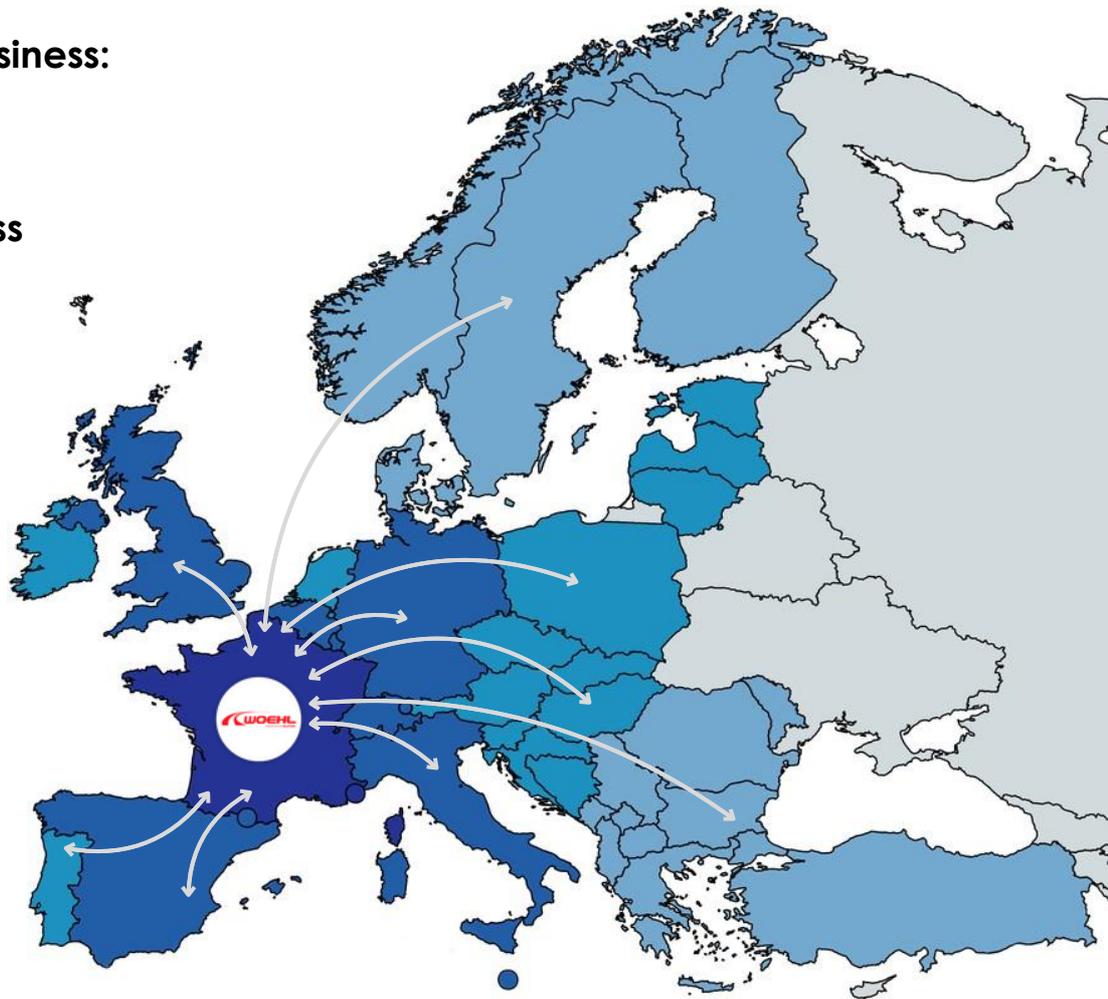
A resolutely international outlook

International business:

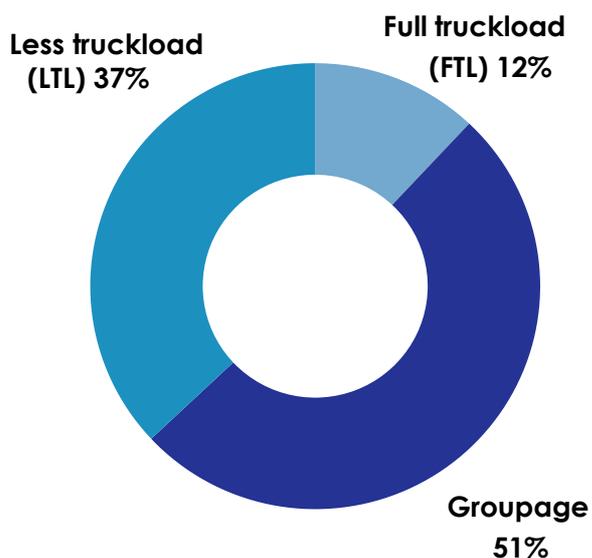
74% of sales

National business

26 % of sales



Our services



- Real-time tracking of shipments using T.R.T. technology.
- Network of reliable partners in Europe for optimum coverage
- Thanks to the W.I.P (Woehl Performance Indicators) programme, we are able to manage 30 KPIs.
- Commitment to quality and optimised flows for high-performance logistics.

ENVIRONMENTAL ANALYSIS

Context

Faced with the challenges of the energy transition and growing expectations in terms of environmental and social responsibility, Woehl is integrating these key issues into its strategy

CSR to ensure competitiveness, compliance and social commitment. The company is evolving in a context where technological innovation, carbon footprint reduction and human resources development represent both opportunities and strategic challenges.

CSR maturity grid

Axes	Current Level	Next steps
Governance		Promoting gender equality in Management roles and on the executive board.
Social and HR		Involve all our employees to ensure they achieve their full potential.
Environment		Accelerate the roll-out of emission reduction programmes.
Customer relations		Involve our customers in programmes to reduce mutual environmental footprint.
Responsible purchasing		Strengthen our responsible purchasing policy with local suppliers.
Territorial presence		Support more local projects with a strong social and ecological impact.

ENVIRONMENTAL ANALYSIS

SWOT analysis

STRENGTHS

- Use of sustainable transport solutions (N.G.V, rail-road transport, B100, HVO).
- Strong local presence, generating trusting relationships with stakeholders (Alsace Excellence label).
- A long-standing commitment to quality and safety.
- A network of committed partners, facilitating aligned CSR collaborations.

WEAKNESSES

- The need to standardise CSR practices across all our partners.
- Internal processes need to be improved, particularly with regard to responsible purchasing, to achieve optimum performance in terms of sustainability.

OPPORTUNITIES

- Supporting our ecosystem with virtuous solutions. An opportunity to introduce technological innovations that meet the challenges of sustainability and energy efficiency.
- Developing local and national partnerships to increase the impact of CSR projects.
- Our position as an expert vis-à-vis increasingly global players.

THREATS

- Évolutions réglementaires nécessitant une adaptation constante.
- Compétition accrue dans un marché en pleine structuration.
- Variabilité des coûts des matières premières.
- Raréfaction des moyens de transport et difficulté de recrutement.

OUR CSR STRATEGY

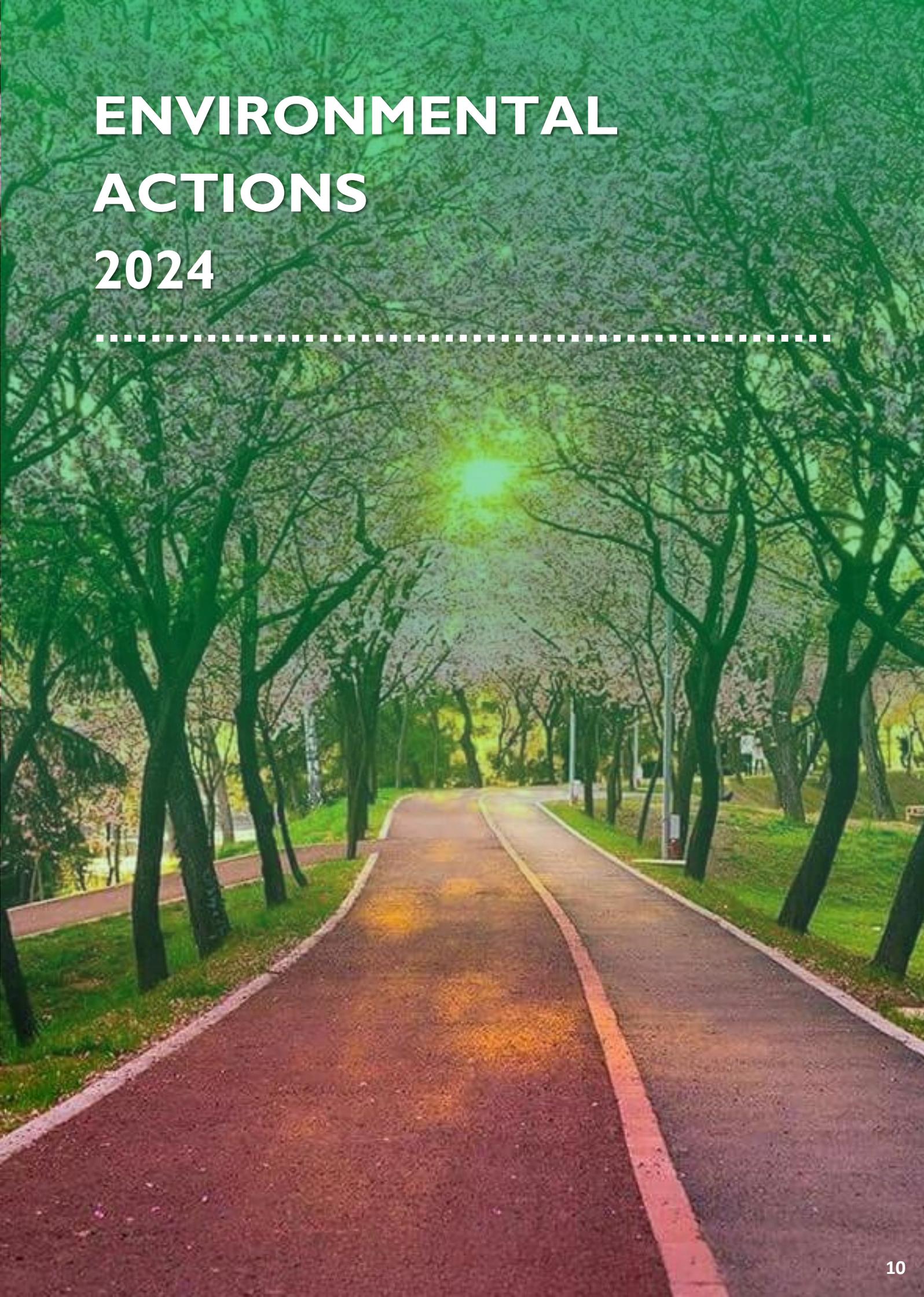
Our commitment to CSR is based on **three main** areas:

- **Reducing our environmental footprint:** integrating greener solutions, managing resources wisely and limiting carbon emissions in all our operations to achieve a 7% reduction in greenhouse gases between 2023 and 2025.
- **Social responsibility:** ensuring the well-being of our employees, developing their skills, and promoting diversity and inclusion within our company.
- **Involvement in the community:** supporting local initiatives and encouraging partnerships with players who share our values by obtaining the "Alsace Excellence" label.

Through our actions, we are asserting our ambition to combine economic performance with respect for human and environmental issues. At Woehl, we believe that every action counts and that everyone's commitment makes a difference.



ENVIRONMENTAL ACTIONS 2024



DIGITALIZATION AT WOEHL

Connected to innovate, digitalized to progress!

Digitalization at Woehl is a key lever for improving the customer and employee experience.

optimise

For our customers:

-  E-CMR
-  Connect Line consignment
-  reporting portal

For our employees:

-  Pay slips
-  Individual appraisals
-  Automatic invoice processing
-  Electronic data management
-  CSE ticket sales, restaurant vouchers and gift cards



“ Digitalization combines eco-responsibility and efficiency for sustainable, environmentally-friendly performance. ”

Gauthier Rodriguez
Informatiker

RECYCLING

Acting today for tomorrow's world!



DID YOU KNOW?

A single cigarette butt can contaminate up to 500 litres of water.

 Cy-Clope , this partner has enabled us to recycle:

69,460 cigarette butts, which equates to:

3,473 packets of cigarettes consumed.

We would like to remind you that smoking is seriously harmful to your health: every cigarette you smoke increases the risk of cardiovascular and respiratory diseases and cancer. Take care of yourself!

Thanks to this partnership, we have been able to prevent the contamination of:

34,730 m³ of water

That's the equivalent of 14 Olympic-sized swimming pools!



SAVING RESOURCES

Nobody can do everything, but everyone can do something for the planet!

Our employees use ECOSIA, a search engine that plants trees, helping us to contribute to the planting of:



2,016 trees

Which is equivalent to:



2.2

football pitches planted with our trees



25

tonnes of CO2 captured by our trees



21,810

additional days of breathing created by our trees

Recycling:

Thanks to our employees' enthusiasm and involvement, we collected more than 10 tonnes of paper, which was recycled in a specialised recycling plant.

10,149 kg of recycled paper and cardboard.

Thanks to our partnership with LVL, a company specialising in the recycling of used ink cartridges, certified ISO9001 in 2024:

500 ink cartridges were recycled.

In addition to this environmental action, we are supporting the association "**Enfance & Partage**" sponsored by LVL.



“By raising awareness among all our employees, we have succeeded in reducing our consumption of ink cartridges by 26% compared with 2023.

This recycling initiative, which is very close to my heart, is part of a broader

ecology- and solidarity-based approach. ”

Elodie Eisele
IT Quality

WOEHL, A COMMITTED FREIGHT FORWARDER

Working together to build a better future!

As part of our CSR approach, a commitment has been made for a period of 36 months, from 1 January 2023 to 31 December 2025.

This commitment is based on two main areas:

- The implementation of 9 concrete actions to reduce our environmental impact. These actions cover several key areas, including energy optimisation, reducing fuel consumption and improving our logistics processes.
- An ambitious target of a 7% reduction in greenhouse gas emissions, to be achieved by the end of 2025. This reduction will be measured by comparing emissions between January and December 2025 (year N+3) with those of the reference year, between January and December 2022 (year N).

This commitment reflects our desire to take proactive action to reduce our carbon footprint and help solve today's environmental challenges.



OVERALL SCORE



ENVIRONMENT



SOCIAL & HUMAN RIGHTS



ETHICS



RESPONSIBLE PURCHASING



REDUCING CO₂ IN OUR SUPPLY CHAIN

DID YOU KNOW?



1 TON OF CO₂ EQUATES TO:

5.181 KM
Travelled by car



At Woehl, 33,414 operations, or around 10% of our annual operations, will enable us to save 522 tonnes of CO₂, an increase of 40% compared with 2023.



NGV

Alternative energy with which we carried out **9,914 transport operations** and which will have enabled us to reduce our CO₂ emissions by **20,000 kg**.



B100

Alternative fuel with which we made **5,830 journeys**, enabling us to reduce our CO₂ emissions by **102,000 kg**.



Rail-road transport

Multimodal transport with which we carried out **2,072 transport operations** and which will have enabled us to reduce our CO₂ emissions by **312,000 kg**.



EVCOM accredited partners



Thanks to our collaboration with these partners, we carried out **15,598 shipments** which will have enabled us to reduce our CO₂ emissions by **88,00 kg**.

A VIRTUOUS SOLUTION FOR EXCHANGING PALLETS

By using the PalBank network, a European shared pallet management solution, we have saved **20,583 pallets** from needlessly travelling **430,000 km** on the French road network.



DID YOU KNOW?



Every year, 8 million tonnes of plastic pollute the oceans, threatening marine wildlife. Reducing our use of plastic helps to protect these fragile ecosystems.

At **Woehl** we have an objective: **zero waste of plastic pellets!** Every six months, the O.C.S. organisation carries out checks in our various branches to list the various incidents and raise staff awareness. **Let's protect our planet!**

POLLINATION IN AN URBAN ENVIRONMENT

OUR OWN HONEY PRODUCTION

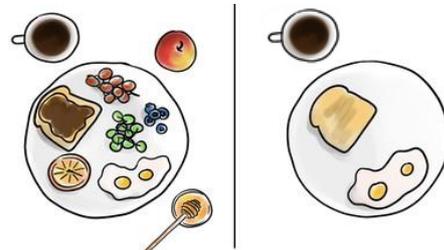
303 KG

between 2022 and 2024

80 000 new bees arrived in 2024!

The production of honey from our hives illustrates our commitment to biodiversity and sustainable beekeeping.

Bees are an essential part of our daily lives. Here's a breakfast with and without bees:



SOCIAL ACTIONS 2024

IMPROVING WORKING CONDITIONS

The well-being of our employees is key to our collective success.

Indicators for improved working conditions:



Benefits

90% of employees say they are **satisfied with the benefits.**



Working hours

100% of employees benefit from **personalised working hours.**



Teleworking

100% of eligible positions benefit from **teleworking.**



Ergonomics

Workstation adaptations : **ergonomic** equipment



Seasonal fruit

Seasonal fruit available for employees.



Balance

70% of employees are satisfied with their **work-life balance.**



HUMAN RESOURCES

Javelo, the digital ally for our Human Resources.

Javelo is a digital solution dedicated to human resources, designed to improve the support and development opportunities our employees receive.



Career management



Reduced environmental impact



Planning and monitoring appraisals



Closer collaboration

Investing in human resources helps build the future of our company.

A welcome protocol overseen by our managers



A welcome gift in the form of a Welcome Box

A First Impressions report followed by a personal interview with our human resources department

Julie HAEGI
Human resources

Cécile GILG
Human resources

"Our Human Resources: one of the keys to our performance"

EMPLOYEE TRAINING

"Today's training courses will create the talent to lead us to tomorrow's successes"

80% of our employees have received support in the form of

1,493 hours of training, 100% more than in 2023

Safety & Compliance



- A.D.R: International Carriage of Dangerous Goods by Road
- B.B.S: "Behaviour Based Safety.
- C.A.C.E.S : Safe Driving Certification. Customs.
- Cyber security. Ocean Clean Sweep.

Business skills



- PowerPoint training.
- Language training.
- Management seminar. Purposeful missions.
- Improving efficiency with our management tools.



WELL-BEING AT WORK

Your well-being is our priority.

We make it a point of honour to promote quality of life in the workplace and ensure the wellbeing of our employees, as shown by the results of the annual survey, validated by the award of the HappyIndex®AtWork label by Choose My Company:



88,2% of employees feel they receive sufficient recognition.



75.7% of employees are satisfied with management.



75.7% of employees find meaning in their work.



95.4% of employees feel they have a great deal of autonomy in their work.



For the fourth consecutive year, the "HappyAtWork" employee survey showed a clear increase in results, with a **participation rate of 83.1%**.

GETTING TO KNOW EACH OTHER BETTER



Sport after a busy day at work!



Escape Game in Henriville, Paris & Lyon



Relaxing after work



Summer festival in Strasbourg

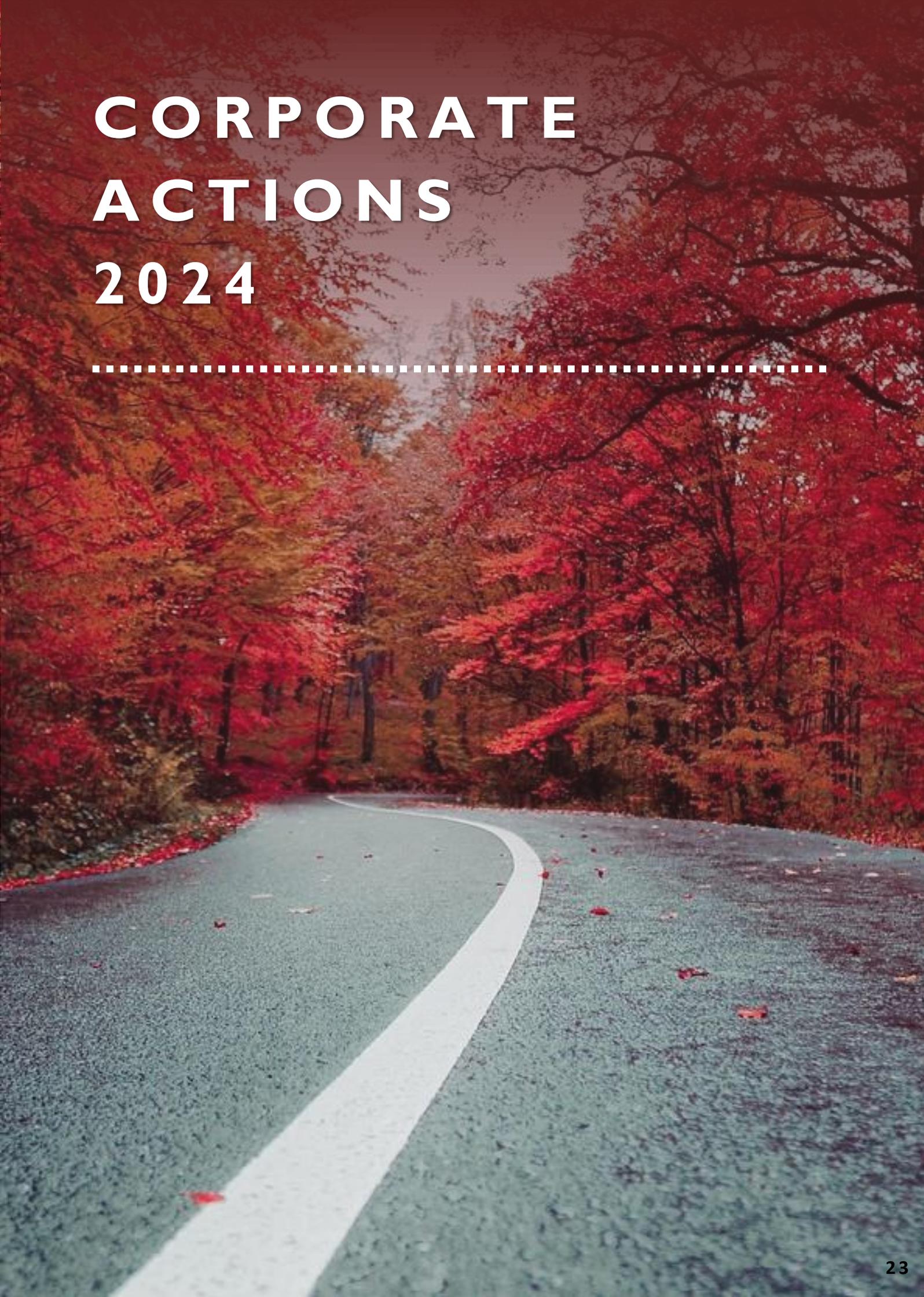


Let's discover new horizons together



Congratulations to our 2024 champions!

CORPORATE ACTIONS 2024



WOEHL'S COMMITMENT TO A BETTER WORLD

Working together for an inclusive future!

Woehl's socially-responsible actions help to develop an inclusive and innovative corporate culture, thereby helping to strengthen Woehl's appeal as a committed company.



Inclusion of young people in the world of work.

Woehl has been welcoming work-study students and trainees for many years. During the 2024/2025 academic year, the company welcomed 17 work-study students and 11 interns.



“Doing my work-study placement at Woehl was a real opportunity for me to enter the world of work. It helped me to acquire concrete, practical skills that I wouldn't have had the opportunity to learn at school. I chose Woehl for its expertise and the quality of its support.”

Lara Muller
Sales & Communications Assistant



Gender equality

"Gender equality is as much an economic issue as an ethical one 46% of Woehl's workforce is made up of women!

Note from the Gender Equality Index 2024: 85 out of 100 (calculation based on four indicators, decree no. 2019-15)



Raising awareness of disability with **KLÉSIA**

Woehl has entered into a partnership with Klésia to tackle various disability issues through articles, videos and quizzes.



Sharing values: a tradition at Woehl.

A shared value is a value that will withstand the test of time. A profit-sharing and incentive scheme is distributed to all employees.

OUR EMPLOYEES ARE COMMITTED TO A BETTER WORLD



“I'm fully committed to making positive changes, even on a small scale. Taking part in humanitarian actions, supporting ecological initiatives and raising awareness in the people around me are commitments that are deeply rooted in my personal values. Every little action makes a difference and contributes to a better future.”

Sandra Crapiz-Herscher
Executive Assistant

Pink October

All of Woehl's employees took part in the fight against cancer thanks to various events held throughout October.



Beehives installed in Wissembourg

In 2024, new beehives were installed at the Wissembourg branch to create a new living space for bees and help to contribute to biodiversity.

A collection that warms hearts

Our employees collected games, toys and books to donate to the Saint Joseph Children's Home in Mulhouse.



Developing biodiversity

Our employees at the Henriville branch took the initiative of planting fruit trees on the site.



WOEHL IS INVOLVED IN A NUMBER OF HUMANITARIAN INITIATIVES

Woehl, solidarity at the heart of its actions.

“ Every year WOEHL makes its contribution and commits to causes with a lasting impact.

It's always with a real sense of pride and satisfaction that we set the rules for donations to support a cause and values, whether it's helping people in difficulty, preserving our environment, or supporting the launch of a project. ”

Odile Schmitt
Chief Financial Officer

Donation to the Strasbourg Cancer Institute

As part of Pink October, the month dedicated to the fight against breast cancer, we wanted to set up a donation. Thanks to the efforts of all our employees, we were able to make a donation to I.C.A.N.S.



ICANS INSTITUT DE CANCÉROLOGIE STRASBOURG EUROPE
NUMÉRIQUE
Ensemble, vaincre le cancer

Christmas cards supporting solidarity

On the initiative of one of our employees, personalised greetings cards accompanied by small gifts were given to isolated elderly people living in specialised establishments and at ABRAPA in Alsace.





Support for E.S.A.T

In 2024, we supported the E.S.A.T (sheltered employment organisation) in Strasbourg by providing them with 480 hours of work.

S.O.S Attitude

In 2024, we supported SOS Attitude, a humanitarian organisation that provides emergency relief following natural disasters. We contributed to their mission with a donation of €14,667.



Raid Amazones

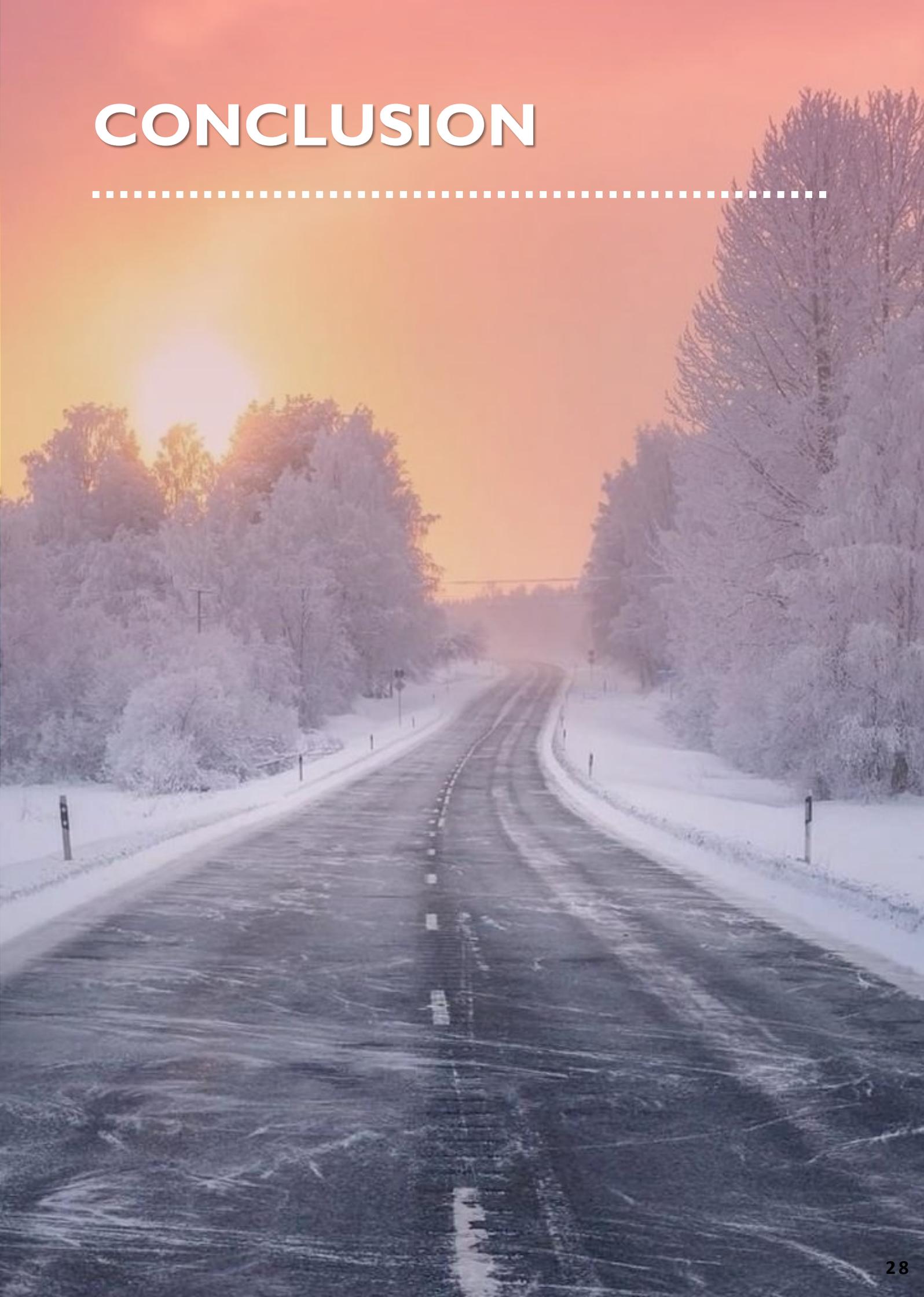
In 2024, we had the pleasure of supporting the Start'Elles team in the Raid Amazones in Cambodia. The Raid Amazones is the only **100% women, 100% solidarity** adventure race, where the emphasis is on sport, surpassing oneself and helping others.

APIFLORDEV

We supported APIFLORDEV in 2024 with a €5,000 donation. This association works to protect bees and promote beekeeping, which plays a key role in preserving biodiversity and ecosystems, both essential to maintaining environmental balance.



CONCLUSION



CONCLUSION

In 2024, Woehl made significant progress in its transition to a sustainable business model, placing corporate social responsibility at the heart of its strategy. Thanks to the commitment of our employees and the support of our partners, we have succeeded in achieving ambitious projects such as reducing CO₂ emissions in our Supply Chain and improving working conditions. This progress is encouraging, but also serves as a reminder that there is still a long way to go and that constant collective efforts are required.

In 2025, as we celebrate a century of excellence, we aspire to amplify our impact by pursuing local and international initiatives. Our priorities include achieving our target of a 7% reduction in greenhouse gas emissions, while strengthening responsible partnerships. We remain convinced that every action counts and that our vision of a sustainable future depends on the synergy between innovation, inclusion and sustainability.

Together, let's turn tomorrow's challenges into opportunities for everyone!





Woehl's CSR report can be viewed
and downloaded at

www.woehl.fr



Published by Woehl
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