

Charter

*Corporate
Social
Responsibility*



Editorial



"I have realised that, regardless of the size of the business, our role, as management, is to develop and implement a CSR (Corporate Social Responsibility) charter.

As soon as a CSR charter is shared with all the teams, it becomes a lever for innovation and progress.

I have observed in our teams real growing awareness and a desire to act, both from an environmental and wellbeing at work perspective.

The socio-ecological transition is a key issue that we want to share with all the stakeholders, colleagues, clients, suppliers and shareholders.

CSR is a fantastic tool for cohesion, as it enables our colleagues to identify with the company's values and become actively involved in the journey towards socio-ecological transition.

I am delighted to present below our CSR charter.

Our commitments take the following form:

Foster colleague wellbeing and development.

Control and reduce our business's carbon footprint.

Guarantee integrity in the way that we do business.

Contribute to a better world in the future.

I have opted to use the **ecovadis** assessment tool to provide a framework and move forward our CSR policy."



Christian Hoeffler

CEO





Foster colleague wellbeing and development

Contribute to a better world in the future

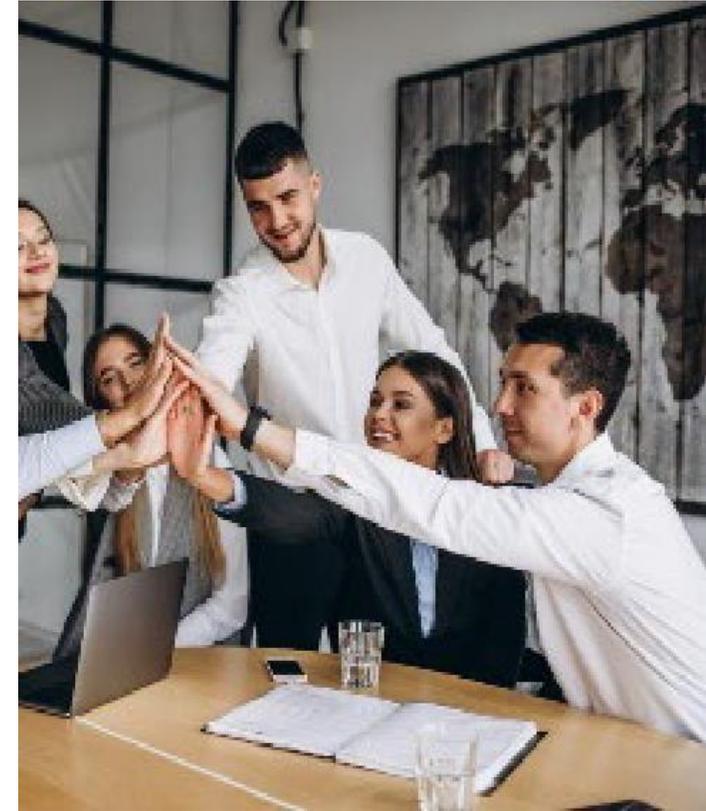
Control and reduce our business's carbon footprint

Guarantee integrity in the way that we do business





Foster colleague
wellbeing and
development



Guarantee good working conditions



Woehl has been a pioneer, placing quality of working life (QWL) at the heart of its concerns, and fostering wellbeing at work.

QWL at Woehl is based on:

10 people, **3** meetings a year, **15** initiatives undertaken.



“QWL has a daily impact on how we live and work together. Our group is particularly creative and develops practical projects, ranging from rearranging each employee’s work space (dual screens, ergonomic office chairs etc) to creating relaxation areas.”

Marie-José Koenig
HR manager

Main achievements



- Individualised working hours
- Creating bespoke workspaces
- Dual large screen setup
- Rest & relaxation areas
- Friendly reception area for drivers

Work/study programmes: an effective and modern way of integrating young people into the corporate world



For the past 15 years, Woehl has assumed a social responsibility role by continuously offering training and work to young people on work-training programmes.

Over the past 15 years, we have signed **140 work-training contracts**, resulting in **50 permanent positions** being created.

The initiative has many benefits, with the foremost being reducing the company's age structure, making for a truly effective younger/older worker mix.

While helping young people to enter the world of work, we are investing in order to have the skills needed for our development.



"In my view, work-study is the best route, as it combines theory and practice, and enables young people to enter the world of work in the best way.

At Woehl, not only have I found an employer with experience of integrating young people into the workforce, but also the opportunity to be trained by real industry professionals.

The company quickly trusted me and I am now tasked with monitoring strategic clients. In turn, I would like to support future work-study students."

*Céline Baessler,
international transport organiser*

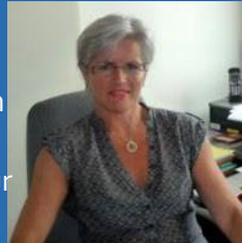
Gender parity: a success factor

Corporate gender parity is not only an ethical or social issue.

Competitiveness is also key, as gender parity fosters company performance.

Parity is a real economic and strategic asset, it influences the working environment, provides a diversity of viewpoints, and extra innovation.

We have almost achieved our gender parity target, as 45% of the workforce are women.



“Since 1980, I have been pleased to see that the number of women in our industry has increased.

Woehl quickly grasped the issue and made it a strength, with the result today being near gender parity, and women having the option of accessing positions of authority.”

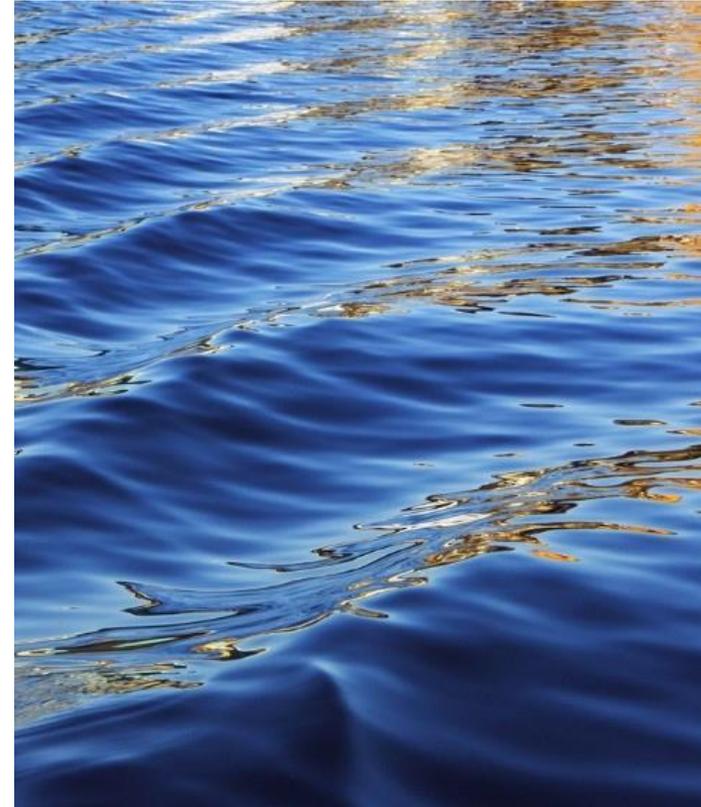
*Isabelle Bossert, office manager,
EXCOM member*



“My manager is a woman, and I am delighted about it.

I would say that Isabelle’s management style is based on efficiency and goodwill.”

*Jourdan Zahariev,
goods grouping division
manager*



Control and reduce
our business's carbon
footprint

An ethical fleet



65%

of drivers with
eco-driving
training



3.5

years

Average
vehicle age



91%

of vehicles
are Euro 6
standard



10%

use
alternative
energies



9%

only of
mileage on
empty



44%

use "eco" tyres

Study conducted in March 2021 on a fleet of 8,700 trucks/drivers

Natural gas trucks (Natural Gas Vehicles – NGVs)

The ideal solution for deliveries in urban centres...

Woehl received its first NGV truck in 2010.

The trial was conclusive, and as a result, we opt for this type of technology when replacing vehicles that undertake shorter trips.

The impact on our carbon footprint is massive:

- **15%** CO₂ reduction
- **85%** nitrogen oxide reduction
- **85%** less ozone generated
- **98%** fewer soot particles produced



"I have been driving a NG truck for many years and I am proud to be doing my part to protect the environment.

The best bit is seeing clients smiling when I draw up.

I can see that they are attaching more and more importance to receiving deliveries made by ever-greener vehicles."

*Mohamed El Rhazafi
Delivery driver*

Road-rail transport

A commitment that goes beyond transport

Woehl is promoting road-rail transport **between Paris and the South of France** at a rate of three to five shuttles a week.

Woehl also uses **HUPAC**, the Swiss railway company, for France-Italy freight.

On these trips, Woehl annually reduces its carbon footprint by 1,000 tonnes of CO₂.

We are also involved in:

- Reducing road congestion
- Reducing noise pollution
- Reducing infrastructure wear and tear.

We are particularly proud of these contributions.

Multimodal transport is clean and smart!



"I was proud to take part in a collective review process and to have been asked by the management to roll out these innovative solutions."

Pascal Scherer
Network Supervisor

Let's save our resources!

We are replacing all our 550 lights with LED technology.
In the long term, the saving will be 130,000 kWh/year.
Apart from the environmental impact, we are contributing to workplace wellbeing.

From now on, each of our new facilities will be fitted with solar panels.
For the Henriville building, we placed panels across 4,700m². The peak capacity is of 500kW, which will make the building energy neutral.



"These initiatives are part of an ethical procurement policy, which is one of the cornerstones of CSR.

I have applied this specific approach to all the buying that I do on behalf of the company."

Jean-Philippe Gilger
Quality & Procurement Manager



Guarantee integrity
in the way that we
do business



Ethical charter

Woehl has put in place a code of ethics, which is in keeping with its corporate project.

The Woehl culture has developed over the generations, and is based on professional and humanist values, such as loyalty, trust, respect for others and for our commitments.

These are the principles underpinning our company's image. We are responsible for preserving and protecting them.

Through these self-same values, Woehl makes its workforce aware of their responsibilities, so that we conduct our business ethically and in full compliance with the regulations in force.

This is the only way of guaranteeing and building trust with stakeholders. This trust enables healthy and lasting relationships to be established.



"Along with my teams, I am at the heart of the company's commercial transactions every day. I have my heart set on complying with good practice.

Our corporate code of conduct aims to reaffirm the basic principles that must govern each of us in our work, both individually and collectively."

*Frédéric Pigerol,
commercial manager*



Contribute to a
better world in the
future



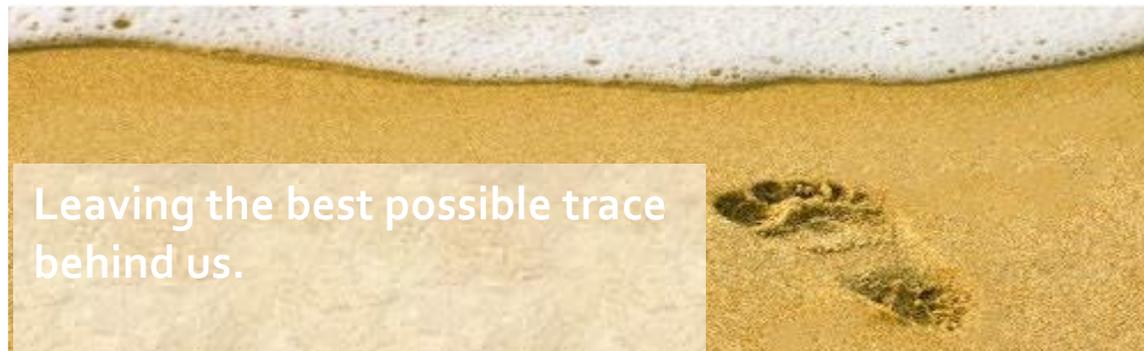
O.C.S. – Operation Clean Sweep®

The project aims to limit, manage and control plastic pellet loss.

We have endorsed the OCS pledge, in order to responsibly help meet these objectives.

Procedures have been put in place across our supply chain, from pickup to final delivery, including cross-docking.

Our colleagues are engaged and have been trained to achieve the “zero pellet loss” target.



“As a diver, I have seen the health of our seas and oceans deteriorate very rapidly.

I volunteered to be involved in the rollout of the OCS project as soon as I heard about it.

Within the company, I immediately received positive feedback from all the teams, who were very aware of this issue.

Nowadays, I feel that I am making a practical contribution to protecting the environment.”

Daniel Jordao,
Environment & Quality Division



“Dow thanks the members of our logistics community who have joined us in taking the OCS pledge. Every participant in the global supply chain can contribute towards achieving the OCS goal of zero pellet loss to the environment. We appreciate our suppliers' commitments to sustainability and look forward to continuing our journey together.”

Joost van Neerven
Dow Logistics

ECOSIA

The search engine that plants trees!

The revenue generated by internet searches enables reforestation to be carried out in the areas that need it most.

45 clicks = a tree planted

Woehl has been using Ecosia as its search engine since 2020, and has helped plant trees around the world:

1,000 trees planted to date



"I travel regularly and I have seen that in some regions of the world the damage to forests is catastrophic. Therefore, when Woehl opted for the Ecosia search engine, I immediately joined in. I feel that this is a way of helping to improve the state of the world's forests."

Cathy Gouasquet
Legal department



Sponsorship with the ONF (National Forests Office)

The aim of this sponsorship is to help plant new species suited to climate change.

The Haguenau/Alsace Forest in France extends across over 13,000 hectares.

We are making an active contribution to reforestation in that area through our sponsorship. In 2021, Woehl will have helped plant 3,850 trees:

- 500 larch trees
- 750 Laricio pine trees
- 1,000 cedar trees
- 1,600 Scotch pines



"Alsace's biggest forest now has *Forêt d'exception* status.

As a proud native of Alsace, I really identify with this social project which is helping to renew our forest."

Johanna Weissang
International transport organiser

Bees at Woehl

The heart-warming story of Woehl's bees

Without being a replacement for the countryside, urban environments do offer several advantages, particularly an absence of pesticides.

Surprisingly, bees do well in towns and cities!

Woehl decided to install hives at its European logistics hub in Strasbourg some 15 years ago.

This eco-initiative proved to be a success, so it was rolled out across most of our sites.

A nice initiative, with the annual honey harvest being a source of enjoyment for our colleagues and clients.



"I am the person behind this initiative: we started out with three hives on our Strasbourg site.

The hives aroused so much enthusiasm that we decided to install hives on all our sites.

Apart from the harvest, which is a big moment, this initiative really helps to save bees. I am happy that Woehl is aware about conserving biodiversity."

*André Reininger,
sales manager*

Breakfast with or without bees:



Humanitarian initiatives

Logistics support

- For the NGO *Zazakely Enfants de Madagascar*

The NGO has been working on the main island since 1996, and aims to support children in great distress, and build social-medical infrastructure.

Woehl has contributed to logistics and the shipment of containers.



- For the Barati orphanage in Romania.

Woehl has shipped clothing and toys collected by secondary school students in Seltz.

Christmas toy collection

The Woehl workforce rally round and seek to offer the orphans a little happiness at Christmas.



"A big thank-you to Woehl for its longstanding and generous support, for the company's sense of global solidarity, demonstrating once again that the Rhine Region's ethos of humanism, to which the company fully subscribes, is not the stuff of legends!"

Michèle Esslinger
Chair of the NGO



"Here at Woehl, human beings are a core value and this value motivates us on a daily basis."

As the "Christmas in Alsace ambassador", and thanks to the large number of donations made by our colleagues, I was delighted to give a pile of presents to the *Apprentis d'Auteuil* (Catholic foundation) and orphanages in Alsace.

I was really moved and delighted to see the smiles and joy etched on their faces! At the end of the day, they just need to be children, and children like to laugh and have fun; it's as simple as that."

Sandra Crapiz-Herscher
Executive assistant



*Let us think of the
future generations
and take measures
together!*

