



Women's Rights Day 2022

GLS France, a committed player in the fight against stereotypes about the place of women in the transport and logistics sector

The share of women in industry, construction and logistics is still very low and is generally associated with many clichés. According to INSEE, of the 87 occupational groups listed, only 18 are considered to be mixed, **that is** with a ratio of 60% to 40% between the two sexes. The situation is particularly glaring in the industrial sector, where women are still in the minority.

Nevertheless, some players stand out and implement HR policies based on total equality. This is the case at GLS France, a parcel delivery company, which promotes female role models within its corporate culture.



At GLS France, appointing women to management positions is not anecdotal. GLS has 449 women among its 1,555 employees in 140 different professions. This helps to break down stereotypes that are well established in this initially male sector.

"At GLS France, we don't make any difference, a woman is just as capable as a man of managing or driving a delivery truck. We have an HR policy that promotes talent through potential and development paths. For example, over the last six months, 40% of the profiles recruited have been women", says **Marine Drocourt, Human Resources Director at GLS France**. "15% of GLS branch managers are now women. The aim is to continue this development, especially as women's management style is very popular within GLS.



Some examples of the HR policy implemented at GLS France:

- ↳ **For the same job, the same pay.** Is the motto of the company, which is convinced that the feminisation of jobs also involves pay.
- ↳ **Potential managers' pathway.** Each year, 100 to 150 employees are audited for 20 management positions. GLS is then involved with these aspiring managers in their training and development.
- ↳ **"Well-being" training for employees on addictology.** Since its implementation in 2019, 301 GLS employees have been trained on addictology related to night work and on improving their lifestyle (diet, sleep, etc.).
- ↳ **Prevention days on the different sites.** The next ones will focus on stress management with workshops on sophrology.

GLS's commitment to women will be strengthened in 2022. Partnerships with associations that work to reintegrate women into society are currently being signed. GLS will thus welcome women in difficulty to enable their professional reintegration.



Examples of women's portraits at GLS France

Tatiana Petit, Head of the Compiègne and Amiens branches	Astrid Grelinaud, Operational Manager Bordeaux and Damazan
 <p>Tatiana Petit joined GLS more than a year ago and manages a dozen employees, most of them men.</p> <p>According to Tatiana, "the management style of women is like an iron fist in a velvet glove". But she is adamant about not pitting women against men in her management style.</p>	 <p>Astrid Grelinaud joined GLS in 2015 and manages a mixed team of 7 people.</p> <p>For her, as for Olympe de Gouge, "women have the right to climb the scaffold; they must have the right to climb the platform". She completely recognises herself in this quote. At GLS she started at the bottom of the ladder and worked her way up successfully.</p> <p>"Management must be flexible yet firm, and above all fair and exemplary.</p>

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About GLS France and the GLS Group

GLS France is a subsidiary of General Logistics Systems B.V. (headquartered in Amsterdam). GLS provides reliable, high-quality parcel delivery for more than 240,000 customers with express and logistics solutions. "To be the service quality leader in parcel logistics" is the ambition of GLS. Through its own subsidiaries and contractual agreements, the GLS Group covers 41 countries and is connected to the whole world. GLS is one of Europe's leading parcel operators through its road network. The Group is also present in Canada and on the West Coast of the United States. GLS has approximately 1,000 hubs, agencies and depots. With 21,000 employees, GLS operates approximately 1,000 delivery vehicles and about 4,600 long-haul trucks on a daily basis. In the financial year 2020/21, 835 million parcels were transported with a total turnover of 4.5 billion euros.