



# **TOWARDS MORE SOCIALLY RESPONSIBLE RENTALS**

**2019 CSR REPORT SUMMARY**

July 2020

# FOREWORD

## Towards more socially RESPONSIBLE rentals



**Gérard Déprez,**  
Chairman and CEO

"In 2019, we underwent a genuine paradigm shift in how we view big challenges facing society like climate change. French businesses of all sizes are gradually taking steps to satisfy new regulations and public demand, as natural ecosystems continue to deteriorate and inequality widens - both issues have enormous consequences on everyone's health, environment and quality of life.

We at Loxam believe that rather than adding to the problem, business should help provide a solution. This can only happen, however, if we fundamentally change how we measure and reduce our environmental and human footprint in order to build a society that can cope with future crises. To mitigate social, health and environmental crises, business models need to be more resilient and nimble putting public interest above financial interest to become more environmentally friendly in the bargain. Although the Club of Rome was founded fifty years ago, some firms still struggle to implement fundamental change to adopt inclusive and sustainable development principles in line with the Paris Agreement on Climate Change and, in so doing, help tackle the huge current challenges facing mankind.

Loxam's business model is underpinned by circular economy and regional development principles. Leasing is an eco-friendly business which saves natural resources while maximising equipment useful life. By leasing rather than buying equipment, we also help our customers cut their carbon footprints. To urge all firms to take leasing on board and as equipment leasing market leader, it is up to us to step up to the plate and show all domestic and foreign customers and suppliers that an ambitious CSR strategy is the right way to go and we can make it happen!

We want to walk the talk and do what we recommend to our customers ourselves. So in 2019 we decided to take our CSR activities beyond traditional CSR and become a good corporate citizen regarding climate change in order to contribute to a fairer, more inclusive society that truly cares about future generations.

Our ongoing focus on customers, employees and suppliers prompts us to go further and actively help build an inclusive and zero carbon society that is on the right side of history."

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## Loxam group in figures

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PRO FORMA

€2.3 bn



INTERNATIONAL BUSINESS

60%

Our **EBITDA** margin stood at **37%** of revenues, which bears out our robust and best-in-class business model.

PEOPLE  
WORLDWIDE

11,000



FRENCH  
EMPLOYEES

4,400

BRANCHES

1,100



BRANCHES IN FRANCE

500

COUNTRIES

30

CONTINENTS

4

- Loxam is the top construction equipment rental firm in Europe and **no. 4** globally.
- Loxam has the **third largest stock** of hoist equipment in the world.

## More new eco-friendly equipment and services

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Every single year, over **650,000 pieces** of equipment are leased to our **536,000 customers** across the world.

## Why is Loxam concerned by CSR?

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We have always had the deep-rooted conviction that companies should not only serve investors, but also employees, regions and customers.

From day one, Loxam has always striven to stick by its employees and give customers a world-class service while paying close attention to safety requirements. Meanwhile, we constantly focus on cutting our environmental footprint seeking to preserve local communities and minimise carbon emissions from equipment haulage.

At a time when natural resources are dwindling, we want to go further and raise our contribution to the regions by stepping up support for local economic development and safeguarding local communities where we operate.

We do not see CSR as a fixed goal, but rather as a continuous improvement program based on our five pledges as follows:

- **Make our widespread local presence an opportunity for regions**
- **Safeguard safety, anytime and anywhere**
- **Be mindful of preserving natural resources**
- **Upskill our staff and grow their career**
- **Lead by example in corporate governance and ethics**

Our goal in making these pledges is clear: we must be unrelenting towards ourselves and our stakeholders if we want the whole industry to convert to socially responsible practices.

**That's what socially responsible leasing is all about.**

# Our continuous improvement program numerous certifications

## Our health and safety certifications



### ISO 45001

**Safety, risk assessment, work conditions**



### MASE CERTIFICATION

**Process reliability, safety, control**

## Certifications testifying to our world-class operations



### ISO 9001

**Quality management, customer satisfaction**



### VOTED BEST CUSTOMER SERVICE OF THE YEAR (ESCDA)

**Customer satisfaction**

## Certifications showing our commitment to stakeholders



### ISO 14001

**Risk management, environmental management**



### SIGNING THE DIVERSITY CHARTER

**Promoting diversity and fighting against discriminations**

### SIGNING UP TO UN GLOBAL COMPACT PRINCIPLES

**Human Rights, International Labour Standards, Environment and Anti-corruption.**



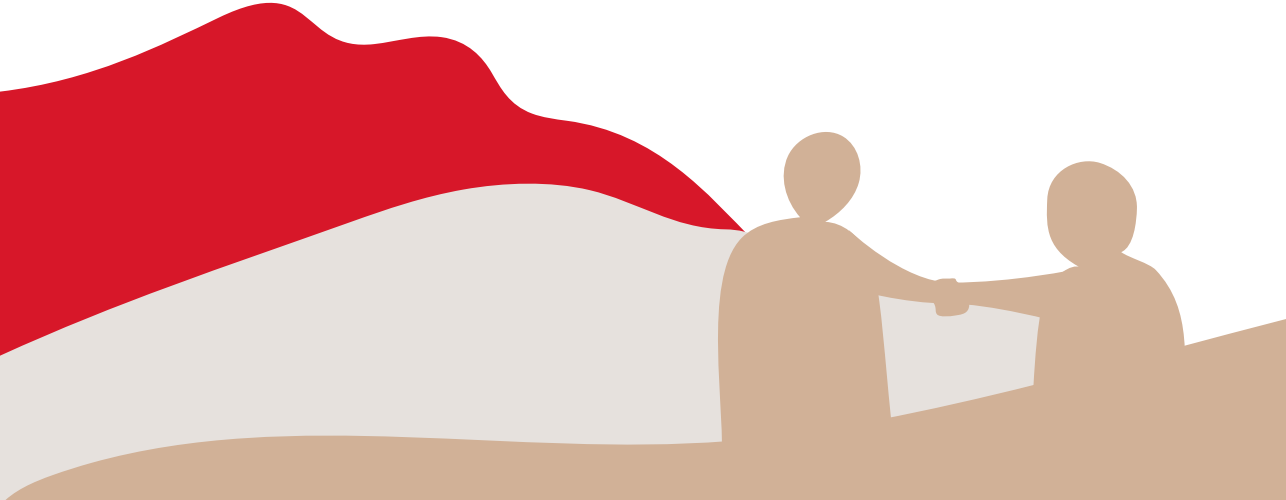
### ISO 26000

**Environmental risk management, governance, work conditions, contribution to sustainable development**



### ECOVADIS GOLD STANDARD

**Relation Supplier, non-financial risks management**



## **Pledge No.1**

# **MAKE OUR WIDESPREAD LOCAL PRESENCE AN OPPORTUNITY FOR THE REGIONS**

1.1 Regional presence and service quality

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1.2 Loxam and suppliers, a relationship  
based on trust and win-win

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1.3 Contribution to public good

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1.4 Indicator chart

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# 1.1 Regional presence and service quality

## Regional roots, a genuine contribution to local economy

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The widespread regional presence (+500 branches throughout France in 2019) of Loxam makes us an important player at the local level. **Loxam is a large direct employer.** We also outsource haulage, some equipment

repairs and site maintenance, providing approximately 3 FTE jobs in the regions where we operate **totalling some 1,500 FTEs** in France. Moreover, 70% of our equipment comes from European suppliers, half of which is manufactured or assembled in **France**.

## Being a committed local player means optimising haulage

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As of 31 Dec 2019, we had over 500 partner leasing outlets in addition to our branches, which enables us to be close to our customers but also optimise our logistics.

### **Logistics optimisation is based on:**

- Planning
- Pooling deliveries
- Cost control.

Deliveries are tailored to customer requirements. So, distance and vehicle load are taken into account resulting in better value-for-money and environmental benefits.

Meanwhile, we developed **LoxDelivery**. This lease management app tracks all our vehicles to keep a close real-time eye on our equipments.

### **Introducing LoxDelivery has brought us several benefits:**

- Our customers are **informed about their leased equipment in real time**
- We **commit to delivery deadlines and we meet them!**
- We reduce our **daily transportation GHG emissions**, and help cut local air pollution.

### **Tech and a service mindset underpinning customer relations:**

Thanks to the 2019 MyLoxam platform, which includes all online customer services to make leasing easier, we achieved great progress in going paperless, **with 4.7 million hits on our website**, but also over 900,000 Loxam paperless invoices in France, nearly 35% of all invoices.

This digitalization has also been improved thank to digital tools such as **LoxCheck** (which automates outgoing and incoming equipment procedures), and LoxBooking (which makes hunting for available equipment easier by enabling users to view the entire inventory, which was rolled out in 620 branches in 15 French regions and 7 European countries).

The management of our equipment fleet has also improved thanks to the implementation of digital tools such as LoxCheck (automation of the outgoing and incoming equipment procedures) and LoxBooking (digital inventory).



# 1.2 Loxam and suppliers, a relationship based on trust and win-win

## Fostering good supplier relations - another key issue for Loxam

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In 2019, we carried out an audit of our top 20 suppliers, and sent our top 30 listed suppliers a special CSR questionnaire to rate them. In addition we introduced two schemes designed to urge suppliers to develop safer and more eco-friendly new equipment as given below.

### **1: EQUIPMENT TEST DAYS**

Equipment Test Days aim at presenting pieces of equipment to our technical experts, in order to test it.

### **2: SUPPLIER SPECIFICATION DAYS**

Prior to Supplier Specification Days we review current specifications and pinpoint any new safety measures, environmental measures and scheduled maintenance measures (to spot potential breakdowns before they occur). Once improvements are clearly identified and classed, we show them to our suppliers and work out if our suggested improvements are feasible.

## Environmental and labour requirements we expect our suppliers to meet

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### **Loxam's Responsible Procurement Charter has two clear purposes:**

- Manage our supply chain end to end, including human rights and anticorruption matters
- Demand our suppliers and subcontractors strictly follow applicable laws and regulations in countries where they operate and serve us.

From 2020 onwards, all suppliers must sign our Responsible Procurement Charter and they will be legally bound to our Procurement General Terms and Conditions CSR requirements. We plan to have an independent auditor review them again in 2020 on all CSR matters.

## 1.3 Contribution to public good

### We sponsor health and environmental charities

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**Privileged partnerships with many stakeholders:**



Loxam became one of the special French Telethon sponsors in 2007, a charity helping neuromuscular disease sufferers.



Loxam supports A Roof for the Bees, which aims at saving and protecting bees.

### Community work (Youth and women)

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Loxam has sponsored the Poitiers Isaac de l'Etoile training centre for the last 10 years. The centre gives vocational training in line with our activities, such as heavy goods vehicle maintenance, public worksite maintenance and manual handling.



Loxam is engaged towards training and woman emancipation thank to our partnership with Syrian roses charity.

# Sponsoring sport and culture

Loxam also sponsors two annual competitions in various ways: the Andros snow and ice trophy, a spectacular car race through the French mountains, and the Disney RUN weekend, hosted at EuroDisney in Greater Paris.

In Greater Paris, we donated to the rebuilding of Notre-Dame de Paris following the April 2019 fire.



## 1.4 Indicator chart

Sum  
up

INDICATOR	2017	2018	2019
LOXAM'S LOCAL PRESENCE			
Number of Loxam branches in France	582	547	500
Number of Loxam Regional Logistics Centres	0	6	9
Average distance covered per item of equipment (km)	n/a	24,63	24,15
Number of MyLoxam customers	n/a	900	4,000



## **Pledge No.2**

### **SAFEGUARD SAFETY ANYTIME AND ANYWHERE**

2.1 Our equipment safety

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2.2 Employee safety

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2.3 Customer Safety

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2.4 Indicator Chart

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## 2.1. Our equipment safety

### Preventive safety at Loxam: predictive maintenance and constantly available guidelines

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Over the years, we have set up preventive servicing procedures. Predictive maintenance enables us to foresee future breakdowns. Predictive maintenance is conditional on **training and upskilling equipment staff**, but also on a specific and detailed procedure. With manufacturers' help we have also developed on-board electronics to monitor equipment remotely. We work alongside manufacturers to decide when new sensors can be added on compatible machines to shore up operator safety.

Failure detection sensors combined with GPS sensors mean we can keep abreast of machinery performance, location and need for repairs in virtual real time. In addition to saving costs, predictive maintenance is extremely eco-friendly: by extending the useful life of our equipment, we avoid unnecessary consumption of new parts and oil and fuel changes. Preventive safety also includes over **300 technical notices** on every equipment item, and a clear and simple label on each piece of equipment, thanks to our **240 safety signs**.

### Innovation and R&D: two essential requirements for safety continuous improvement

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The 2017 Lavendon acquisition also brought us **BlueSky Solutions**, who designs and develops innovations that enhance hoisting equipment safety, efficiency and productivity such as **SkySiren** (ultrasonic sensors to avoid crushing) and **SkyScreen** (to minimise falling object accidents).

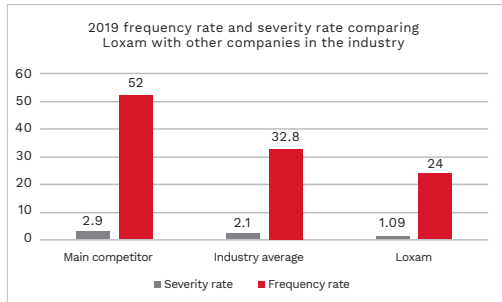
In addition to the Equipment Testing and Suppliers' Specification Day above, we also team up with our suppliers on joint development programs:

- **On our initiative:** if we find new equipment needs from equipment tests or our operational experience, we suggest new features for our suppliers to add, such as secure dumpers for example.
- **On supplier initiative:** we have worked for JCB, Volvo Construction Equipment and Manitou to improve ergonomic programs, access and machine maintenance based on our operational experience and equipment features.

## 2.2. Employee safety

### The results speak for themselves:

- In 2019, our equipment and machinery underwent 100,000 periodic inspections
- All our staff have undergone safety training; 2,500 days of training in addition to regulatory mandatory training (required for some vehicles)
- A new manual handling training course was rolled out in 2019 and involved all staff equipment operators.



## Safety training and awareness

Our commitment to our employees is primarily borne out by the safety training we give them all and using new PPE in accordance with current safety standards. Branch managers train all new hires when they first start: branch managers present safety principles and best practices.

### Further other occasional safety events include:

- **Safety Challenge** aims to give a voice to those who ensure safety for all

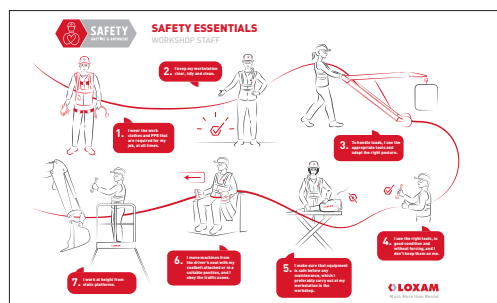
our stakeholders, promote existing and future initiatives and share best practices. 770 participants from 22 different countries leading 272 projects took part in the challenge and 28 prizes were awarded.

- **Safety Chat** takes place in every branch each month and consists of 15 minutes talks about safety matters.

## Communicating our safety and best practice policies

We publish a safety news flash once a month for our employees and customers **to warn of potential risks** when operating our equipment if all safety measures are not followed.

We have raised the profile of our safety communications by designing a new safety policy logo designed to support our safety activities and staff buy-in.



## Logo: the Safety Anytime & Anywhere



**The Safety Anytime & Anywhere message leaves no room for doubt: Loxam is a socially responsible leasing firm.**

## 2.3 Customer Safety

### Ongoing customer information and multimedia

- **Information notices** on all equipment.
  - **Safety recommendations posted** in branches.
  - **Safety News Flash website for employees and customers.**
  - **LoxDoc**, which is an app to view technical documents on smartphones, PCs and tablets.
  - **Video tutorials on the LoxamCorporate YouTube channel** to understand how equipment works. They are customer-friendly and help avoid more accidents than written documents.
- **Teaming up with big construction customers:** in 2019 for example, we sealed an unprecedented deal with Eiffage, European construction and concessions no. 1, to lease a brand new bionic glove. ‘Ironhand®’ is the world’s first soft robotic muscle strengthening system aiming to avoid musculoskeletal disorders.

### Dynamic information sharing approach



The company demonstrates its commitment to safety by putting on events such as "**Safety Meetings**" for our customers.



Loxam also offers **training through the Loxam Training program, teaching customers how to use equipment,**

## 2.4 Indicator chart

Sum up

INDICATORS	2017	2018	2019
EQUIPMENT SAFETY			
Number of Loxam safety events.	1	3	4
EMPLOYEE SAFETY			
Work accident frequency rate. <i>The work accident frequency rate is the ratio between the total number of accidents on work premises and the number of hours of exposure to risk.</i>	33	27	24,13
Work accident severity rate. <i>The work accident severity rate is the ratio between the total number of days of work lost after an accident on work premises and the number of hours of exposure to risk.</i>	1,3	1,3	1,09



## **Pledge No.3**

# **TAKE ACTION TO PRESERVE OUR RESOURCES**

3.1 Cut resource consumption backed  
by environmental governance

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3.2 Adopt a circular economy mindset

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3.3 Indicator Chart

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## 3.1 Cut resource consumption backed by environmental governance

### Our action primarily consists of training on environmental issues and circular economy

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As a conscious employer, Loxam now provides all Loxam drivers with **ecological driving training**. This means that everyone who drives for us undergo FIMO Marchandise training courses given by Forget Formation, which seek to encourage sensible driving behaviour in keeping with safety rules, applying and following haulage regulations, as well as regulations covering health, road safety, environmental protection, service and logistics. Moreover, we have taken steps to go paperless and offer digital alternatives to our staff and customers.

Gradually switching-over to online services like for **LoxChek** our staff **LoxBooking** or **MyPeopleDoc**, European paperless HR no. 1.



Loxam has teamed up with the **European Rental Association** (ERA) to work with other firms in the industry and promote leasing as a green, resource-saving business.

### Branch and warehouse environmental management

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#### To cut our footprint in our circular economy, we have developed:

- **For haulage:** ways to shorten lorry routes thanks to LoxDelivery described above.
- **For branches:** eco-friendly programs have been set up in all our branches. Efforts have been made. Notably on **water consumption** and **electricity consumption**.

Loxam's environmental impact minimisation strategy is backed by indicators measuring impacts and an ISO 14001 certified Environmental Management System (EMS) which now covers all Loxam branches in France.

## 3.2 Adopt a circular economy mindset

### UPSTREAM

#### Cutting our carbon footprint

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Our carbon footprint is intrinsically reduced by our organisation, based on a **dense regional network**, an **ambitious innovation policy** for our modern and **frequently-inspected fleet**.

Moreover, our drivers' routes are optimised in order to combine deliveries and collections sensibly to haul maximum loads, and we seek the best performing vehicles, which are systematically inspected.

#### Towards better environmental performance of our equipment

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Our innovation policy targeting existing and future equipment helps us to **gear up for the future: a more eco-friendly fleet**. We therefore decided, in addition to improving existing equipment, to gradually go over to electric or hybrid engines: 25% of our entire equipment inventory now runs on electric or hybrid engines. Our policy prompts us to work with manufacturers

and all supply chain firms heading towards a fully-electric equipment inventory.

We plan to continue working on silent and low-emission equipment and ultimately aim to make a new, low-emission line of equipment emerge to effectively meet customer needs, while also contributing to climate change efforts.

### DOWNSTREAM

#### Eco-friendly waste management

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While improving our entire fleet upstream, we also undertake to always manage waste in an eco-friendly way. In accordance with regulations, we have set up waste-sorting for the main materials used at our branches

and warehouses. Our branches always sort wood, paper, batteries and other recyclable materials. Oils, waste water, grease and hydrocarbons are also sorted and separated.

# Saint-Paterne equipment recycling centre (a first, opened in 1981)



Back in 1981, we decided to open an Equipment Recycling Centre, which

**Is tasked with:**

- Selling old equipment at auction
- Focusing on sales to professionals
- Disposing of equipment in a green way

**To do so, we always try to procede as follow:**

- Preparing equipment
- Reconditioning
- Adhesion to the French eco-organism Recylum
- Systematic treatment of toxic and safe industrial waste

## 3.3 Indicator chart

Sum  
up

INDICATORS	2017	2018	2019
LOXAM ENVIRONMENTAL MANAGEMENT			
Proportion of Environment Plan-equipped branches	100%	100%	100%
LOXAM RECYCLING			
No. of Saint-Paterne reused site cabins per year	319	351	329
Proportion of reused spare parts	27%	90%	90%



## **Pledge No. 4**

### **HELP OUR STAFF DEVELOP**

4.1 Focus on training and career development

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4.2 Promoting quality of life at work

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4.3 Promoting staff dialogue and diversity

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4.4 Indicator Chart

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## 4.1 Focus on training and career development

### Proper training and career management underpin staff personal development

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We have introduced a continuous training system, which can be delivered remotely or face to face so all staff learn about Loxam culture, ethics, corporate governance and CSR issues, safety and equipment use and more. Following introduction of our Learning Management System online training and a 3D simulator in April 2019, the proportion of trained employees has steadily risen.

Loxam took training on board a long time ago and opened a **training centre** in **Bagneux** in 2008 to give everyone a chance to really take ownership of Loxam culture and regularly bring employees up to speed on safety and equipment handling information, new innovations, etc.

## 4.2 Promoting quality of life at work

### A working legal framework to promote quality of life at work

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Loxam introduced legal company procedures to foster staff quality of life at work. For example, Loxam has introduced a trade-union approved framework agreement on stress management at work, which addresses stress indicators and factors and involves actions, which are regularly monitored by HR.

**Furthermore, Loxam has created two new quality of life and maintenance staff training courses:**

- **Stressful situation management:** a course to spot, control and mitigate mental health risks which can arise in some jobs including senior management.
- **Conflict management:** a course to help employees spot and resolve potential sources of conflict and promote a work climate based on mutual respect and open communication.

## 4.3 Promoting staff dialogue and diversity

### Promoting workers' rights at Loxam

Loxam pays close attention to nurturing **staff dialogue** and ensure we provide the outlet for staff to speak up at work. This matches the Global Compact's principles, which include freedom of association and staff dialogue, in accordance with the ILO core conventions.

During staff representative elections, **we ensure a fully transparent communication**, in order to encourage staff to talk about elections, participate, stand or election and vote. Loxam employees are also entitled **to collective bargaining under the collective agreement and the CSE**.

### Corporate culture genuinely seeking to boost diversity



Launched in 2019, Loxam Spirit is an online collaborative platform aiming at improving CSR, quality of life at work, customer experience, vote on draft

steps to take and more. Loxam Spirit does not only seek to **boost team spirit**, it also brings us closer to our goal - be **Great Place to Work** certified.

Since 2015, we have established goals in order to promote diversity and parity at work and monitor our transformation.

**In 2020 we officially announced more ambitious goals in future years as follows:**

- **Under 25 year-olds**
- **Over 50 year-olds**
- **Registered disabled workers**

## 4.4 Indicator chart

Sum  
up

INDICATORS	2017	2018	2019
<b>EMPLOYMENT AT LOXAM</b>			
Loxam France employees headcount	4,091	4,319	4,435
<b>TRAINING AND CAREER MANAGEMENT AT LOXAM</b>			
Total number of training hours	51,744	56,826	60,625
Percentage of employees promoted in a year	16%	11%	13%



## **Pledge No. 5**

# **LEAD BY EXAMPLE IN CORPORATE GOVERNANCE AND ETHICS**

5.1 Independent governance for an efficient company

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5.2 Corporate ethics underpinning our practices

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5.3 Loxam risk measurement and audits

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5.4 Indicator chart

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## 5.1 Independent governance for an efficient company

### Our top management boards/committees mirror how we operate

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**Our governance functions thanks to 6 corporate committees.**

**Management Board:**

the Board oversees local operations.

**Strategic Committee:**

the Loxam SAS Strategic Committee advises the Loxam Chairman about corporate strategy.

**Audit Committee (France):**

the audit committee is one of the Strategic Committee's sub-committees. It reviews the Group accounts prior to presentation to the Strategic Committee.

**Compensation Committee (France):**

the Compensation Committee's oversees Group executive remuneration.

**Compensation Committee (France):**

the compensation committee oversees Group executive remuneration.

**Ethics Committee (France):**

the ethics committee guarantees the implementation of ethical values of the group.

### More shareholders to question Loxam's strategy of growth

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Family company Loxam **has allowed its top executives to acquire company shares with a view to incentivising** them in its revenue and earnings, while ensuring they display exemplary business conduct. Current shareholders

are the family, an investment fund, active and retired executives (around 120 people) and up to all our France based employees via an FCPE (employee mutual fund).



## 5.2 Corporate ethics underpinning our practices

### Ethics rooted in reality on the ground

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Our Ethics Charter, in accordance with the French Sapin II Act, lays down objectives, rights and duties of everyone at work.

**New clauses are regularly added** to our charter to ensure it matches our current ethical issues. On top of an

ethics charter, since 2017 we have an IT charter and since 2019 we have a special reporting procedure regarding gifts.

**Ethics Charter** application at Loxam is upheld thanks **to whistleblowing, an ethics advisor and an ethics committee.**

### Ethical principles - all our people are aware and trained

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Loxam launched an ongoing ethics awareness and training plan in 2019 to make sure all staff understand and apply.

**The plan is based on three points:**

- **Ethical Principles Communication:** all staff receive a pocket brochure on ethical whistleblowing, as well as the Ethics Charter attached to their employment contract.

- **Practical ethics training for our branch staff:** since 2017, all branch staff are invited to undergo courses covering 12 practical case studies taken from real-life situations to spot potential Ethics Charter violations.
- **Ethics events** throughout the year, such as the CSR Week which in 2019 included a full day on ethics.

# 5.3 Loxam risk measurement and audits

## Risk assessment and mapping – essential to control our supply chain

Our risk map, which measures risks related to corporate governance, staff conflicts and strikes, health, reputation, fraud, cybersecurity and more,

was updated in 2019. The map comes on top of internal audits conducted throughout the year.

## Loxam audits underpin ethics and governance

Different types of audits are carried out every year: external audits, internal QHE audits (detailed in Pledge no. 3) and other internal audits.

**The audits are based on three pillars to ensure their efficacy:**

- Robust procedures based on complete and appropriate systems

- Thorough employee training on understanding how audits work and issues involved
- Audit testing to ensure Loxam procedures are properly followed.

# 5.4 Indicator chart



INDICATORS	2017	2018	2019
LOXAM ETHICS			
Ethics risk management policy exists	Yes	Yes	Yes
LOXAM STAFF DIVERSITY			
Proportion of France women managers	20%	21%	22%
GOVERNANCE AND SOCIAL DIALOGUE AT LOXAM			
Number of France works council unions	4	4	4
RISK MEASURES AND AUDIT			
Operational risk assessment	Yes	Yes	Yes

# For further information

DOCUMENT	LINK
OTHER LOXAM PUBLICATIONS	
2018 CSR report	<a href="https://www.Loxam-csr-rse.com/">https://www.Loxam-csr-rse.com/</a>
2018 Investor report	<a href="https://www.Loxamgroup.com/wp-content/uploads/2019/03/Loxam-fy-q4-2018-investor-report-1.pdf">https://www.Loxamgroup.com/wp-content/uploads/2019/03/Loxam-fy-q4-2018-investor-report-1.pdf</a>
2019 Ethics charter	<a href="https://www.Loxam.com/commitments#responsabilite">https://www.Loxam.com/commitments#responsabilite</a>
2019 IT charter	<a href="https://fr.zone-secure.net/43416/1025894">https://fr.zone-secure.net/43416/1025894</a>
OUR SOCIAL COMMITMENTS	
Diversity charter	<a href="https://www.charte-diversite.com/signataires/Loxam/">https://www.charte-diversite.com/signataires/Loxam/</a>
UN Global Compact Principles	<a href="https://www.unglobalcompact.org/what-is-gc/participants/66601-LOXAM">https://www.unglobalcompact.org/what-is-gc/participants/66601-LOXAM</a>
Percentage of female employees in France	<a href="https://www.Loxam-csr-rse.com/">https://www.Loxam-csr-rse.com/</a>
OUR RESOURCES	
Loxam YouTube Page	<a href="https://www.youtube.com/user/LoxamCorporate">https://www.youtube.com/user/LoxamCorporate</a>
Safety newsflash Page	<a href="https://www.Loxam.fr/flash_info_securite">https://www.Loxam.fr/flash_info_securite</a>
Our press releases	<a href="https://www.loxam.com/news/?lang=fr">https://www.loxam.com/news/?lang=fr</a>

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