

02 October 2024

Geopost and UNI Global Union sign addendum to 2017 social agreement

Geopost has signed a first worldwide addendum with UNI Global Union, building on 2017 initial agreement. The addendum strengthens Geopost's ambition for sustainability on environmental and social issues and underpins its commitment to employees and partners on human rights, safe working conditions, transparency and accountability.



*From left to right on the picture: Jérôme MORIN, General Secretary of CFDT- F3C; Christine SIMON, Responsible for Postal Sector of FO- COM ; Yves Delmas, CEO of Geopost ; Christy Hoffman, General Secretary of UNI ; Romain Boillon, Member of Federal Secretary of CGT-FAPT

Yves Delmas, CEO of Geopost, said: *"With the signature of this agreement, we are reaffirming our strategic ambition to become the international reference of sustainable delivery through our Employer of Choice and Partner of Choice programs¹. We are committed to continuous social progress, which lays at the heart of our positioning and strategic differentiation, as we believe our employees and partners are our greatest assets and best ambassadors. This first addendum promotes our desire for continuous improvement and drives sustainable action for our employees, our partners and our customers."*

¹ See more details on our two programs in our Sustainability Report : [Sustainability Report 2023](#)

Christy Hoffman, General Secretary of UNI Global Union, commented: *“Geopost has expanded in recent years to become a truly global company, and UNI welcomes the extension of our 2017 agreement to meet some of the challenges which accompany this growth. With this addendum, we make clear that the commitments of our global agreement also apply to its many workers who are supplied through subcontractors. Our negotiations with Geopost have furthered our shared goal of advancing human rights throughout the company's operations, with a firm focus on the fundamental rights of freedom of association and collective bargaining for all workers.”*

A pioneering 2017 agreement between UNI Global Union and Geopost

Geopost and UNI Global Union have signed an amendment to 2017 agreement, which strengthens and extends protections for Geopost's employees and partners in more than 50 countries.

The signing ceremony took place on 22 July 2024 in Paris with Christy Hoffman, General Secretary of UNI Global Union and Yves Delmas, CEO of Geopost. Also present and signing the agreement were the French affiliates of UNI Poste & Logistique (CGT, CFDT, FO) and their respective General Secretaries.

This signature marks an important stage in Geopost social commitment to its employees and partners with a direct contract with Geopost. It is an extension of the initial agreement of 2017, described as a pioneer and with the same determination that the negotiations and discussions with UNI Global Union and its affiliates were conducted. It demonstrates and enhances Geopost contribution to the Duty of Vigilance in a context of expansion for Geopost.

The strengthening of Geopost's position as a responsible and ethical company

This addendum applies to all business units of Geopost, and aims to establish a basis for improved labour relations at Geopost and between Geopost and partners, with the specific intention of contributing to Geopost's sustainable development and performance.

It was made possible by constructive dialogue and close collaboration between Geopost's management and social partners, to define clear objectives and concrete actions to ensure that Geopost's duty of care commitment lives up to the expectations of its stakeholders.

The addendum strengthens social dialogue with all stakeholders, by highlighting the following areas: human rights, dignified working conditions, transparency and sustainability. It also reinforces the sharing of good practice and innovative proposals.

Geopost confirms its commitment to integrating principles of vigilance into its corporate culture, and to working actively to prevent, identify and remedy any negative impacts of our activities. In this regard, Geopost will continue to put in place tools and resources to train and raise awareness among employees and partners about duty of vigilance. At the same time, Geopost will establish rigorous monitoring mechanisms to evaluate its performance and make continuous improvements.

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About Geopost

Geopost, a European leader in parcel delivery and solutions for e-commerce, operates in more than 50 countries across all continents through its network of expert delivery brands, including: DPD, Chronopost, SEUR, BRT, Speedy, Jadlog and Asendia. Leveraging its industry-specific expertise, Geopost is further growing the development of Out-Of-Home delivery services with Pickup, the densest parcel shop and locker network in Europe and is also expanding temperature-controlled solutions for food and healthcare business. In a world of acceleration and transformation, Geopost engages and embraces new e-commerce territories with ESW via Asendia.

With 57,000 employees, Geopost endeavours to make commerce more convenient, profitable and sustainable for their customers and communities. Committed to becoming an international reference in sustainable delivery, Geopost is the first global delivery company to have its roadmap to Net Zero by 2040 approved by the Science Based Targets initiative (SBTi).

Part of the La Poste group, Geopost generated a €15.7 billion revenue and delivered 2.1 billion parcels worldwide in 2023.

Press Contacts for Geopost

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