



GXO

2024
IMPACT

REPORT

EXECUTIVE SUMMARY

Who we are

GXO: Logistics at full potential

This document is a summary of our 2024 Impact Report highlighting GXO's strategy, commitments and progress in ongoing ESG priority areas. Our full 2024 Impact Report with GRI, SASB, and UN SDG Indexes can be found here. All data and information in this report unless otherwise noted exclude Wincanton plc, which GXO acquired in 2024, due to lack of data availability at the time of report writing.



Additional ESG-related policies can be found on our [Ethics page](#).

Numbers that matter¹

1,000+

warehouse locations

150,000 +

team members

27

countries of operation

\$11.7 billion

in revenue in 2024

\$1 billion +

of new business wins

200 million +

square feet of warehouse space

¹The number of team members, net revenue and warehouse footprint reflect GXO's acquisition of Wincanton plc in 2024.



Aerospace and defense



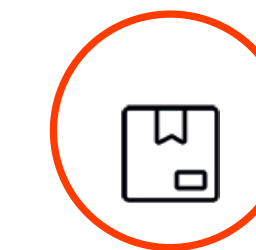
Agribusiness



Automotive



Chemical and energy



Consumer packaged goods



Ecommerce



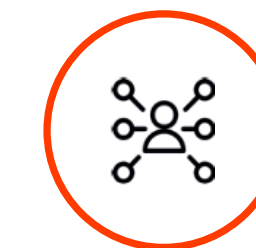
Food and beverage



Healthcare



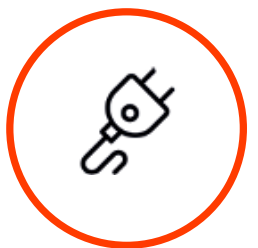
Industrial and construction



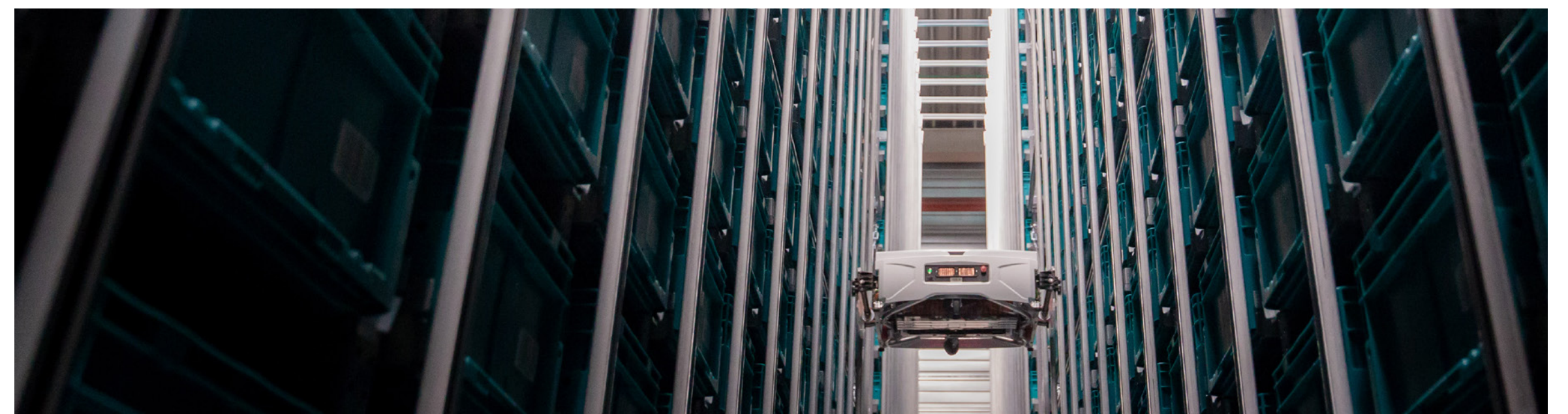
Omnichannel retail



Public sector



Technology and consumer electronics



Doing business the right way

For GXO, ESG represents both a commitment and a competitive advantage. By integrating ESG into our global operations, we ensure that employees thrive with us, customers succeed with us, and investors can have confidence in us. We empower our customers to advance their ESG goals through innovative logistics solutions that deliver shared economic, environmental, and social value and drives the development of smarter, more resilient supply chains tailored to our customers' evolving needs.

Through strong alignment between corporate leadership and on-the-ground teams, we operationalize ESG priorities consistently and effectively across our global footprint through a top-down, bottom-up approach. From designing environmentally responsible warehouse solutions to fostering a safe, inclusive workplace while also maintaining the highest ethical standards, ESG principles guide every facet of our business. They not only reflect who we are—they are the foundation for building the supply chain of the future.

We identified our ESG material topics in 2021 to better understand where we have the greatest impact on our stakeholders and the environment. While these insights have guided our approach to date, we continue to refine our strategy as stakeholder and regulatory expectations evolve.



In 2025, we are undertaking a comprehensive double materiality assessment aligned with the Corporate Sustainability Reporting Directive (CSRD). This process will deepen our understanding of emerging financial risks and opportunities, helping us further align our efforts with stakeholder priorities and maximize our positive impact.

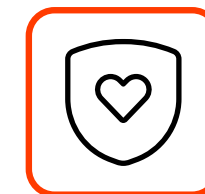
Our material topics include:



Energy and greenhouse gas (GHG) emissions



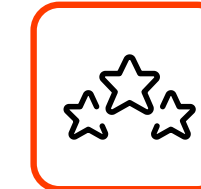
Employee engagement



Health and safety



Belonging



Talent management



Information security

Learn more about our 2021 materiality assessment and our approach to stakeholder engagement in the [impact materiality assessment overview](#).







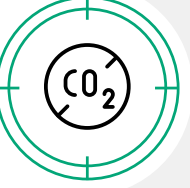
At GXO, we're proud to help our customers worldwide achieve their ESG goals by delivering innovative logistics solutions that enhance efficiency, improve visibility, and support long-term growth. Leveraging advanced technology, data-driven insights, and our operational scale, we enable customers to reduce emissions, optimize inventory, and support circularity, turning ESG into a competitive advantage while lowering costs and improving supply chain performance.

Meagan Fitzsimmons
Chief Compliance and ESG Officer

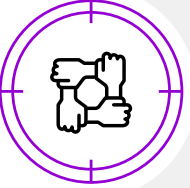
2024 Performance

Environmental goals

Reduce our environmental impact

TARGET	PROGRESS
 <p>80% global operations using LED lighting by 2025</p>	<p>ACHIEVED</p> <p>80% global operations using LED lighting</p>
 <p>80% global landfill diversion rate by 2025</p>	<p>77% global landfill diversion rate</p>
 <p>30% GHG emissions (Scopes 1 & 2) reduction by 2030 vs. 2019 baseline</p>	<p>20% GHG absolute emissions reduction since 2019</p>
 <p>50% renewable electricity globally by 2030*</p>	<p>20% renewable electricity used globally</p>
 <p>100% carbon neutral (Scopes 1 & 2) by 2040</p>	<p>12% emissions reduction by revenue year-over-year</p>

Social goals

 <p>Ensure a safe workplace:</p> <p>TARGETS</p> <p>In our Americas and Asia-Pacific operations, reduce total recordable incident rate (TRIR) by 15% by 2027 vs. 2022 baseline</p>	<p>38% reduction in TRIR in Americas and Asia-Pacific operations since 2022</p>
<p>In our U.K. & Ireland and European operations, reduce the lost time incident rate (LTIR) by 15% by 2027 vs. 2022 baseline</p>	<p>19% reduction in LTIR in U.K. & Ireland and Europe operations since 2022</p>
 <p>Provide a clear and rewarding career path for all employees</p>	<p>Provided an average of 13 learning hours per employee</p>
 <p>Build a culture of belonging</p>	<p>Expanded regional partnerships to enhance work opportunities for people with disabilities.</p>

Governance goals

 <p>Embed an ethics-driven culture</p>	<p>All employees receive annual training on Compliance topics including the Code of Business Ethics</p>
 <p>Maintain a best-in-class information security program</p>	<p>24/7 monitoring of all critical environments with a full incident response team and plan ready to react</p>

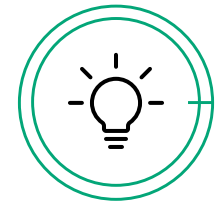
We align our programs and policies with these goals, and we remain committed to measuring our progress.

*Renewable energy target language clarified as renewable electricity. All prior year progress measures electricity as well.

Environmental

How GXO is reducing our operational footprint

In 2024, we made meaningful progress toward achieving our environmental targets.



80% global operations using LED lighting by 2025



80% global landfill diversion rate by 2025



50% renewable electricity globally by 2030



30% Scope 1 and 2 GHG emissions reduction by 2030



Carbon neutral (Scopes 1 and 2) by 2040

We align our operational policies and procedures with ISO 14001 standards, creating a unified strategy that aligns with local environmental regulations and evolving customer expectations.

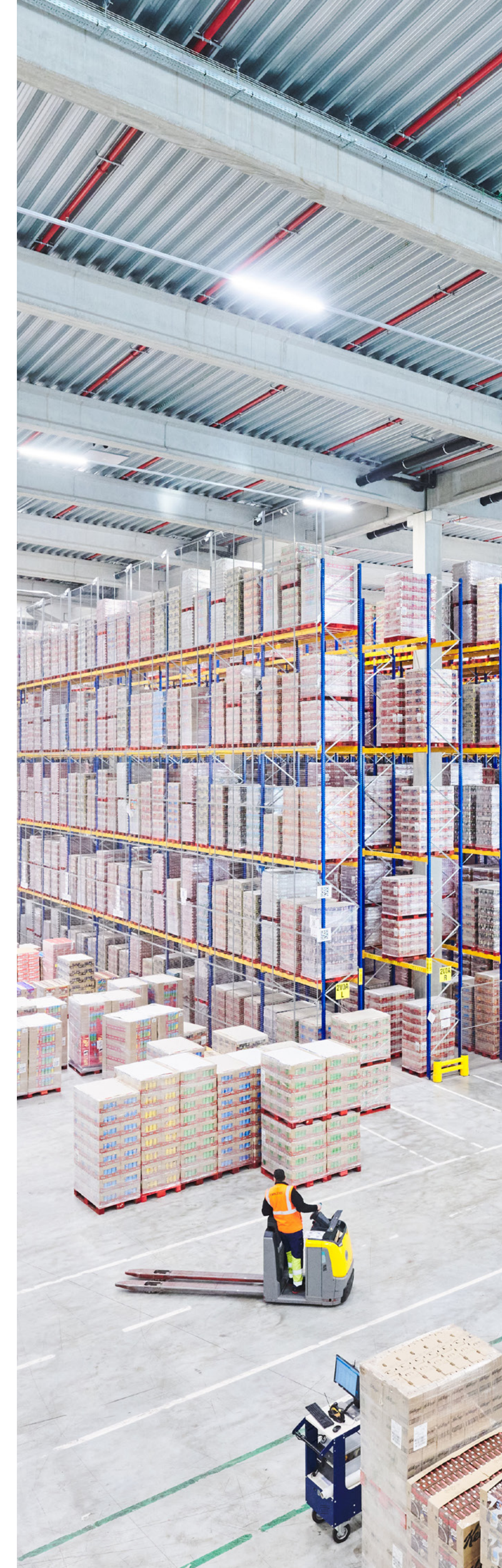
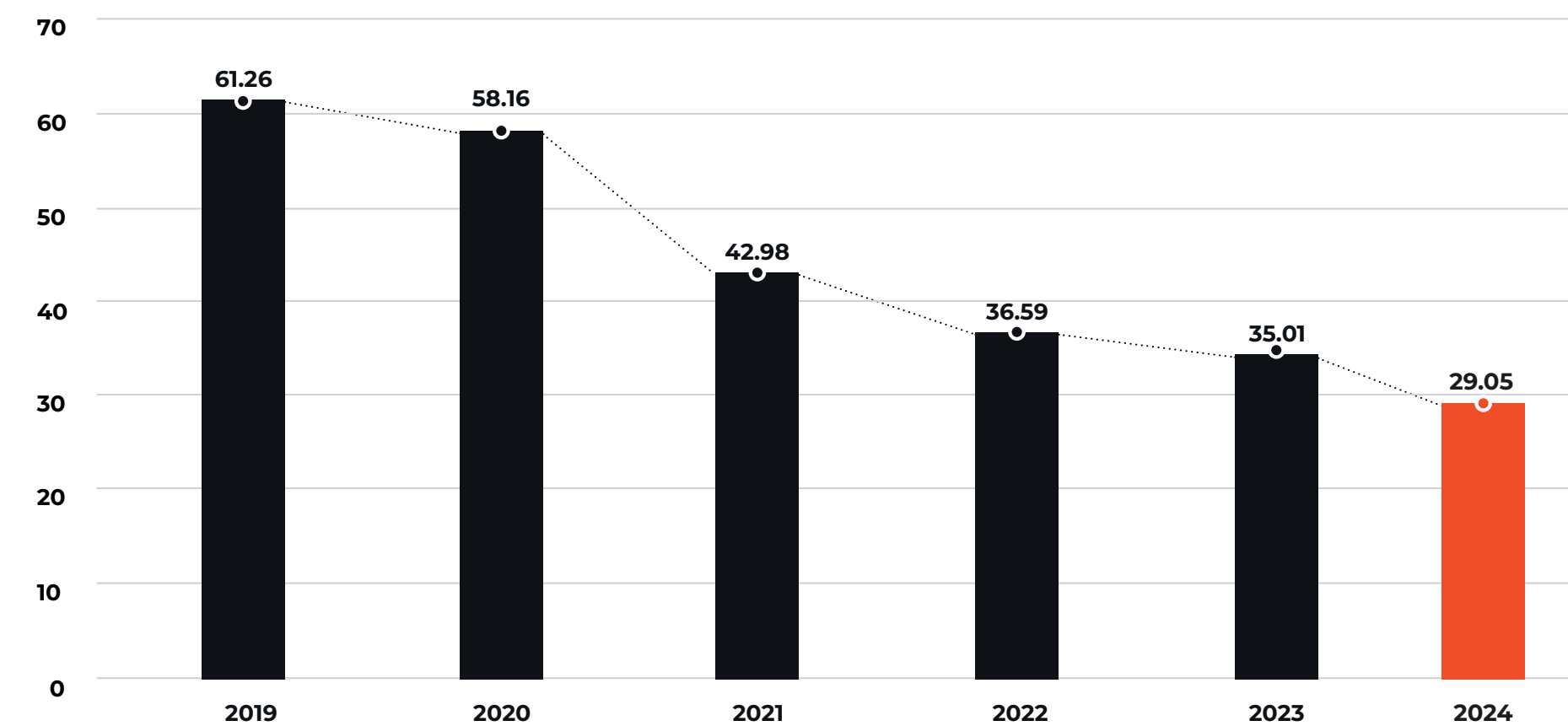
Our path to carbon reduction

To keep pace with our expanding operations, we continue efforts to lower our Scope 1 and 2 greenhouse gas (GHG) emissions through:

- Building efficiency solutions
- LED lighting
- Renewable energy sources
- Efficient and electrified Material Handling Equipment (MHE) and Powered Industrial Trucks (PITs)

Global emissions intensity by revenue

Reduced Scope 1 and 2 emissions intensity by revenue by 17% since 2022



Environmental

Increasing use of renewables

To complement our global energy reduction efforts, we increasingly procure energy from renewable sources. In 2024, GXO obtained nearly 20% of our global electricity from renewable sources.

Our Spain facilities operate on 100% renewable electricity generated by on-site solar panels and renewable energy from the grid. One of our warehouses in Singapore now hosts a ~1.5 MW rooftop solar array, and in the United States, we're also adding to our solar portfolio.

Three new projects were approved in 2024, with a combined capacity of over 3.4 MW. One of these projects, at our warehouse in Georgia, is currently under construction and is expected to begin generating up to 2.15 MW of solar electricity in the second half of 2025.

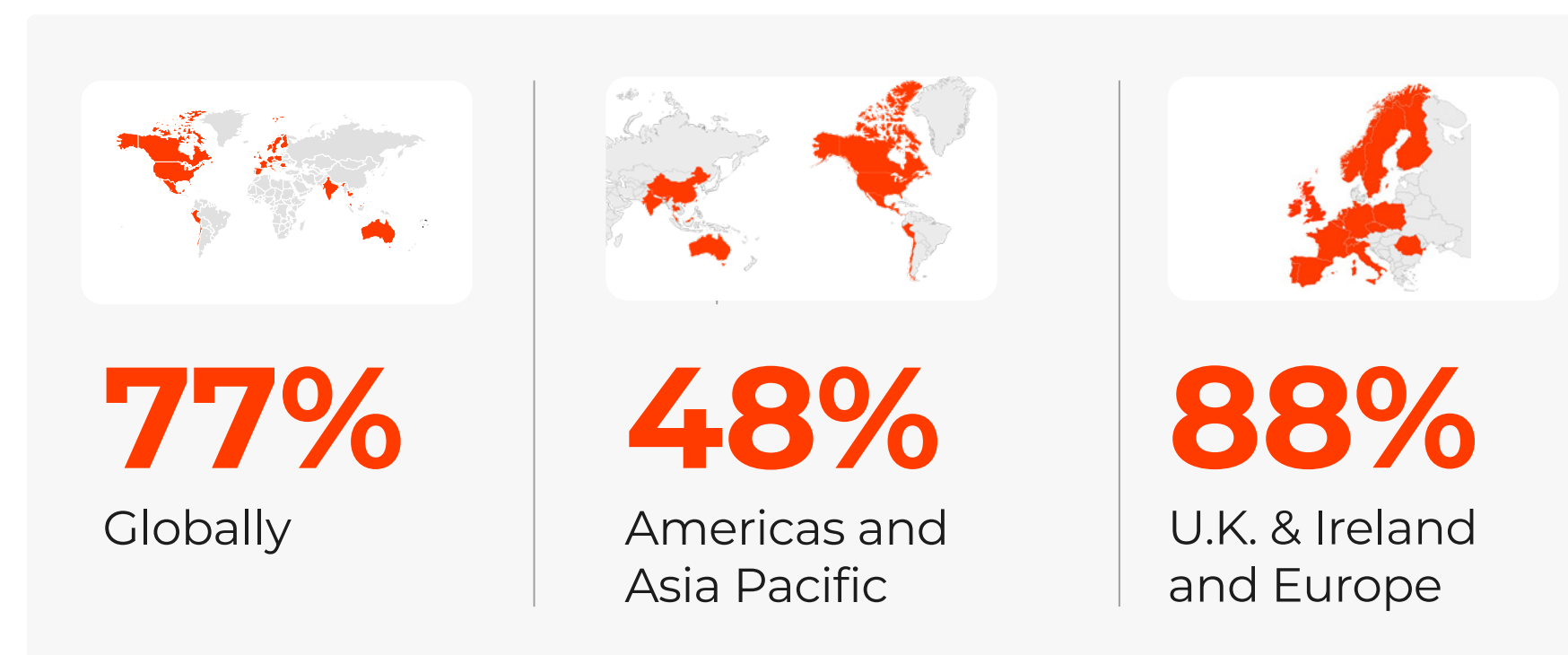


Reducing and diverting waste

Across our global operations, GXO's waste diversion programs continue to achieve high levels of success.

Regional differences in waste management stem from variations in scale, waste types, and available resources, which is why our waste service providers work closely with individual sites to implement customized segregation strategies. Across all GXO locations, we stay committed to a zero-waste future by following the principles of the waste hierarchy: reduce, reuse, and recycle.

Non-hazardous waste landfill diversion rate:



Fleet and transportation

As part of the warehousing services we offer, GXO manages a dedicated fleet to distribute our customers' goods. Given that this activity produces the majority of our Scope 1 GHG emissions, it presents a significant opportunity to reduce our environmental impact.

We actively seek new approaches to more sustainable trucking, from performance tracking to modified vehicle types and alternative fuel sources, such as the use of natural gas, biodiesel, and electric vehicles. We are also investigating other options to reduce our GHG emissions and fossil fuel consumption, including:

- Incorporating fuel-efficient driving techniques into our driver training program
- Deploying mechanisms to enforce anti-idling rules and track fuel efficiency
- Purchasing more aerodynamic vehicles for better fuel efficiency
- Leveraging AI tools to map out more fuel-efficient routes



Being an employer of choice

Putting safety first

At GXO, keeping a secure, accident-free workplace that supports the physical and mental well-being of our employees is paramount. Our 2024 initiatives and highlights include:

- Enhancing GXO's safety governance through the introduction of lead indicators
- Upholding ISO 45001 certifications across 90+ sites
- Maintaining recognition as a safety leader across our sites worldwide
- Strengthening emergency response teams (ERTs)
- Continuing to empower employees to report safety violations
- Launching driver training and expanded telematics and camera use to improve fleet safety
- Focusing on exceeding industry Health and Safety benchmarks with continuous policy, training, and audit improvements



GXO's Road to Zero program saw notable enhancements. We introduced leading indicators, a proactive approach to safety that enables earlier identification of potential risks, and a strong approach to safety governance.

Progress on our health and safety targets



Social

Supporting and developing our people

GXO prioritizes workforce talent and engagement by offering competitive benefits, compensation, and learning programs. GXO University offers five colleges dedicated to different stages of career training and advancement. Employees select a college based on their experiences and goals. They can then enroll in virtual or classroom-based courses for maximum flexibility.



Total learning hours

over 1.1 million



Average learning hours per employee

13 hours

Record-level learning engagement

Our learning and development metrics continue to exceed our targets year-over-year, as employees take advantage of GXO University and take ownership of their career development.

In 2024:

- We exceeded our training hours goal by **121%**
- We surpassed our unique users goal by **101%**
- We registered over **815,153** unique learning module completions (exceeding our target of 500,000)



Social



A culture of belonging

We value individuals' diverse voices, talents, identities, backgrounds, and experiences to drive innovation and success.



Initiatives in 2024:

Honoring our veterans: In the U.K., we hosted a conversation with former armed forces members to discuss the transition from military service into the civilian workforce and the related opportunities and challenges. This conversation further enriched the diversity of perspectives and overall quality of our teams.

Focusing on men's mental health: We hosted global conversations to foster open and honest discussions about men's mental health.

Promoting gender diversity in logistics: We implemented a range of programs, strategic partnerships, and employee networks that promote career advancement for women.

In Europe, we collaborate with the LEAD Network, an organization focused on attracting and retaining women through educational development. In the U.S., we partnered in 2024 with AWESOME, a U.S. organization focused on growing women's expertise in supply chain operations. We also launched Women in Logistics, GXO's women's development program—in 2024 we ran four cohorts and plan to expand that number to five in 2025.

Celebrating belonging: We hosted a series of Pride events celebrating our LGBTQ+ colleagues across GXO.



Supporting people with disabilities:

We formalized a partnership with Agefiph in France, a leading development fund specializing in promoting employment for people with disabilities and strengthened our seven-year partnership with WorkFit, the Down's Syndrome Association's program to create a more accessible and supportive work environment. We also participated in a social joint venture with Ares, an organization that supports social inclusion in France, offering job training and a potential path to employment for people with disabilities.

In the US, our sites worked with regional non-profits such as The Arc of Greater Indianapolis and the Vocational Improvement Program in Southern California to provide work opportunities for people with disabilities.

Building employment pathways for people facing unusual barriers to employment:

To support individuals facing additional barriers to employment, such as those in prison, we piloted A Game-changing Fresh Start and partnered with the U.K. government's New Futures Network and rehabilitation charity, Tempus Novo, to provide pathways to gainful employment.

Social

Awards

Received the **UNI/PdR 125:2022 certification** for our Italian operations

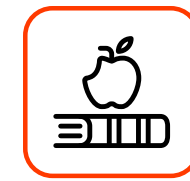


GXO U.K. awarded the **Gold Covenant Award**, for going above and beyond their pledges to support armed forces individuals and their families



Community Impact

GXO team members globally show commitment to community service. We empower their grassroots efforts, fostering a spirit of giving. Across regions, teams support local communities year-round through fundraisers and volunteer events. **Initiatives in 2024 include:**



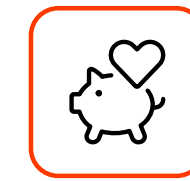
Supporting local schools

Sites hosted back-to-school supply drives, volunteered to read to students, contributed to school beautification projects, and more.



Food donation initiatives

We partnered with local organizations to host food drives, helping keep community food pantry shelves stocked year-round.



Fundraising and team building

Employees supported causes such as childhood cancer research and suicide prevention.



Enhancing local parks

Team members joined efforts to clean up litter, plant trees, and improve outdoor recreational spaces.



Customer partnerships for a cause

We collaborated with our customers to donate products to local initiatives.



United in giving

Sites across regions collect donations, raise funds, volunteer, or otherwise give back during the end-of-year holiday season.

In 2024, we conducted multiple surveys to assess employee engagement across our global offices and sites. Job satisfaction remains one of the key metrics we use to gauge overall engagement.

65%

Our annual, global salaried employee engagement survey, the GXO Pulse Survey, **achieved a record participation rate of 65%**.

75%

The results reflected a strong level of satisfaction, with a **75% favorable job satisfaction** rating reported in 2024.



Leading responsibly

GXO's success is built on teamwork, guided by our commitment to honesty, fairness, and our respect for others. Our commitment to high ethical conduct is exemplified in our [Code of Business Ethics \(COBE\)](#) to which all employees must sign and adhere.

GXO's Human Resources team supports efforts to help employees understand what the COBE entails. As part of their onboarding, all GXO staff receive training on the COBE and their right to speak up and report any concerns.

2024 highlights:



Launched an **organizational-wide risk survey** in early 2025 to identify emerging risks across operations



100% of our suppliers are subject to third-party due diligence



Rolled out tailored **cybersecurity training and phishing simulations** based on employee roles, access levels, and locations



Maintain information security controls and processes aligned with ISO 27001 and U.S. National Institute of Standards and Technology's (NIST) frameworks

Depending on their job type, employees complete COBE training annually or bi-annually. After each refresher course, employees must certify that they understand and will follow the COBE.

94%

Code of Business Ethics training across GXO's global operations achieved a 94% on-time completion rate.

GXO employees complete approximately five hours of ethics and compliance coursework throughout the year. Topics include:

- Our COBE
- Trade compliance
- Quarterly information security refreshers
- Building a respectful workforce
- Data privacy
- Modern slavery



Governance

GXO's [Business Partner Code of Conduct](#) outlines expectations for suppliers and subcontractors, focusing on human rights, working conditions, health and safety, trade compliance, and environmental impact.

Through GXO's newly expanded Internal Investigations Team and a robust third-party due diligence process, GXO maintains its commitment to ethical business practices and regulatory compliance.



The policies below outline GXO's approach to governance and the management of human rights and labor across our supply chain

Learn more about what we do:

[Corporate Governance Guidelines Nominating](#)

[Nominating, Corporate Governance and Sustainability Committee Charter](#)

[Audit Committee Charter](#)

[Compensation Committee Charter](#)

[Corporate Governance Guidelines](#)

[Operational Excellence Committee Charter](#)

Protecting privacy and information security

Protecting privacy and information security is a core business priority for GXO. Led by our Chief Information Security Officer, a dedicated team oversees risk management and regulatory compliance.

As a technology-driven company, we ensure our systems and data remain secure to safeguard both our customers and employees. This includes:

- Adapting to evolving regulations and enforcing strict privacy policies globally
- Aligning with the U.S. National Institute of Standards and Technology's (NIST) cybersecurity framework



- Mandatory training across the organization
- Conducting frequent assessments of our practices and audits to combat cyber threats and bolster our defense against sophisticated attacks
- Robust 24/7 monitoring of all critical environments with a full incident response team



As part of our ESG strategy, we require our vendors, suppliers and contractors to comply with privacy regulations, and we regularly monitor their progress.

Performance Tables

Environmental

Environment ^{1,2}	2022	2023	2024
Energy consumption within the organization			
Total electricity, consumption, global (kWh)	429,790,184	404,383,106	397,983,241
Percentage renewable electricity	6.9%	13.5%	19.9%
Americas and Asia Pacific	160,113,529	164,517,582	171,913,720
Percentage renewable electricity	0.0%	2.0%	3.5%
U.K. & Ireland and Europe	269,676,655	239,865,524	226,069,521
Percentage renewable electricity	11.0%	21.4%	32.4%
Total diesel used by fleet, global (liters)³	60,198,773	63,842,393	59,851,544
Americas and Asia Pacific	6,275,959	5,738,956	4,856,086
U.K. & Ireland and Europe	53,922,814	58,103,437	54,995,458
Total natural gas consumption of facilities, global (m³)	15,835,425	19,325,634	18,389,648
Americas and Asia Pacific	10,286,684	11,263,405	12,067,530
U.K. & Ireland and Europe	5,548,741	8,062,229	6,322,118

	2022	2023	2024
Greenhouse gas emissions^{4,5,6}			
Total Scope 1 & 2 GHG emissions, global (metric tons CO₂e)⁷	308,220	317,971	296,798
Scope 1, global	198,128	214,292	200,782
Americas and Asia Pacific	34,132	34,241	35,150
U.K. & Ireland and Europe	163,996	180,051	165,632
Scope 2, global	102,984	103,679	96,016
Americas and Asia Pacific	57,480	60,895	55,726
U.K. & Ireland and Europe	45,504	42,784	40,290
Scope 3, business travel, global (metric tons CO₂e)⁸	5,863	4,456	4,153
Americas and Asia Pacific	3,058	2,744	3,041
U.K. & Ireland and Europe	2,805	1,712	1,112
Emissions intensity (Scope 1 & 2)⁹			
Emissions by net revenue (metric tons CO ₂ e per million USD in net revenue)	36.59	35.01	29.05
Emissions by net revenue (kg CO ₂ e per USD in revenue)	0.037	0.033	0.029

¹Data disclosed are for the associated year ended December 31, 2024. Data does not include Wincanton data due to regulatory firewall requirements at time of report writing. Wincanton data will be included in the following reporting year.

²Verification and limited assurance for energy consumption, Scope 1 and 2 emissions, and total non-hazardous waste data was provided by Grant Thornton for 2024 on a sample basis.

³Represents total diesel fuel within GXO's global fleet operations. Diesel data from the U.K. comes from internal accounting data platform, Lucanet, with the exception of legacy-Clipper data which comes from Finance and Procurement sources. 2023 diesel data for U.K. & Ireland and Europe restated due to prior inclusion of customer-purchased fuel upon newly awarded contract in 2023.

⁴GHG emissions were reported for operations where GXO has operational control. Emissions were calculated using GWP rates from the IPCC and country and source-specific emissions factors. Scope 1 and 2 emissions data is assured on a sample basis by Grant Thornton. For more information, see GRI 2-5 in the GRI Content Index.

⁵Our reported 2023 emissions do not include legacy PFS emissions for 2023. Legacy PFS Scope 1 and 2 emissions in 2023 were 918 and 3,636 metric tons CO₂e, respectively. The data and net revenue associated with PFS's partial year of operation within GXO in 2023 are not included in 2023 emission intensity metric.

⁶Our reported 2022 emissions do not include legacy Clipper emissions for 2022. In 2022, Clipper's scope 1 and 2 emissions totaled 29,065 metric tons CO₂e. The data and net revenue associated with Clipper's partial year of operation within GXO in 2022 are not included in 2022 emission intensity metric.

⁷2019 is the baseline year used for GXO's GHG emissions reductions goals. Global Scope 1 and Scope 2 emissions in 2019 were 230,442 metric tons CO₂e and 142,898 metric tons CO₂e, respectively.

⁸Represents only air and rail travel as reported by our corporate business travel providers and excludes air and rail travel booked directly with other companies. Carbon emissions from air and rail travel in the U.K. with travel agencies was estimated in 2024 using vendor specific emission factors estimated in 2023, due to the closure of a travel agency before emissions report could be generated.

⁹2024 net revenue basis excludes revenue related to acquisition of Wincanton. Emissions intensity ratio is based on GXO's Scope 1 and 2 emissions data without Wincanton-related emissions. Emissions by net revenue are rounded to the nearest hundredth for metric tons CO₂e/million USD, and the nearest thousandth for kg CO₂e/USD.

	2022	2023	2024
Waste			
Total waste associated with operations, global (metric tons)	150,610	177,098	164,071
Non-hazardous waste, global	140,274	173,196	162,218
Americas and Asia Pacific	44,662	40,047	42,537
U.K. & Ireland and Europe	95,611	133,149	119,682
Hazardous waste, global	10,337	3,902	1,853
Americas and Asia Pacific	19	10	12
U.K. & Ireland and Europe	10,318	3,892	1,841
Total non hazardous waste sent to landfill, global (metric tons)	29,908	31,315	36,753
Americas and Asia Pacific	23,580	23,036	22,288
U.K. & Ireland and Europe	6,328	8,279	14,465
Total non hazardous waste diverted from landfill, global (metric tons)	110,365	141,915	125,465
Americas and Asia Pacific	21,082	17,010	20,249
U.K. & Ireland and Europe	89,283	124,905	105,217
Non-hazardous waste landfill diversion rate, global (%)	78.7%	81.9%	77.3%
Americas and Asia Pacific	47.2%	42.5%	47.6%
U.K. & Ireland and Europe	93.4%	93.8%	87.9%

¹⁰ Number of facilities as of December 31, 2024. Wincanton sites are listed separately from total number of operating facilities.

¹¹ LED coverage is based on area of GXO-owned or leased facilities and does not include Wincanton sites, as data was not available at time of report writing.

	2022	2023	2024
Facilities			
Total number of operating facilities¹⁰	979	974	926
Customer-owned or leased (and operated by GXO)	372	359	366
Americas and Asia Pacific	120	130	137
U.K. & Ireland and Europe	241	229	229
GXO-owned or leased	607	615	560
Americas and Asia Pacific	254	249	213
U.K. & Ireland and Europe	292	366	347
LED coverage, global (%)¹¹	61%	78%	80%
Americas and Asia Pacific	47%	80%	84%
U.K. & Ireland and Europe	75%	76%	77%
Total legacy Wincanton facilities			104

Social^{1,2,3,4,5} - Workforce

	2022	2023	2024
Workforce			
Total employees	89,248	85,554	86,232
Permanent ⁶	85,789	82,841	83,536
Temporary ⁷	3,459	2,713	2,696
Full-time	80,524	76,333	77,118
Part time	8,724	9,221	9,114
Contractors⁸	45,919	39,912	42,886
Employees by region			
Americas and Asia Pacific	25,107	23,469	23,950
U.K.& Ireland and Europe	64,141	62,085	62,282
Employees by gender			
Women	32,091	30,390	30,127
Men	57,040	55,074	55,542
Undisclosed	117	90	563
Percent of employees from racially/ethnically diverse backgrounds (U.S. Only)⁹	66%	66%	68%

	2022	2023	2024
Employees by age			
Undisclosed ³			431
<30	18,018	16,428	15,585
30-50	44,964	44,601	46,628
>50	23,891	24,411	23,588
New employee hires by age			
Undisclosed ³			122
<30	14,043	10,501	10,051
30-50	15,430	12,714	13,571
>50	4,901	4,060	4,310
Total employee turnover rate^{10,12}	32.3%	30.2%	26.9%
Gender diversity in leadership^{11,12}			
Total women in leadership role		2,282	2,486
Percent of leadership roles occupied by women		27%	28%

¹ Data disclosed is for the associated year ended December 31. 2024 data does not include Wincanton PLC.

² Headcount is used except for contractors in U.K. & Ireland and Europe, where an FTE calculation is used.

³ Legacy PFS employees outside of the U.S. are not integrated into company headcount data model. Headcount collected via manual data capture as of December 31, 2024. Employees are assumed to be Permanent and Full time. Age and gender are undisclosed.

⁴ 2024 workforce data includes team members from legacy PFS, which could not be integrated into prior year data but in 2023 amounted to 5,163 team members between employees, temporary agency workers, and contractors.

⁵ Data does not include contractors or contingent workers unless otherwise stated.

⁶ Permanent refers to full-time and part-time employees at-will or with a contract for an indeterminate period. Includes legacy PFS employees outside of U.S.

⁷ Data is for fixed-term employees in U.K. & Ireland and Europe only.

⁸ Data represents contractors and contingent workers. In 2024, GXO changed the method used to count contractors. We moved from a head counting methodology to a full time employee (FTE) equivalent approach. By calculating the headcount as an FTE equivalent, this allows us to measure hourly workers in this category of the workforce, counting contingent workers as partial headcount where applicable (e.g., half the hours of a full-time employee as 0.5 headcount). Exceptions: Legacy-PFS contractors outside of the U.S. are not yet integrated into the data model. They are reported by headcount as of December 31, 2024, not FTE equivalent.

⁹ Percentage of regular U.S. employees that self-identify as being of a race and/or ethnicity other than white.

¹⁰ Spain fixed term employees are excluded.

¹¹ Women in supervisor and above roles across global operations. GXO employees only. New metric calculated in 2023.

¹² Legacy PFS employees outside of the U.S. not integrated into company data model are excluded

Social^{1,2} - Talent and Learning

	2022	2023	2024
Employee development			
Total learning hours ²	1,215,773	1,371,266	1,142,304
By gender			
Women	365,589	396,333	345,609
Men	849,741	974,448	796,009
Not specified	444	485	686
Average learning hours per employee	15.4	16	13
Average training and development spend per employee (\$)	\$392	\$426	\$427

¹ Data disclosed is for the associated year ended December 31, 2024. Data does not include Wincanton PLC.

² Learning hours excludes contractor training.

Social¹ - Health and Safety

	2022	2023	2024
Employee health and safety²			
Employee total recordable incident rate (TRIR)			
Americas and Asia Pacific	1.62	1.16	1.01
Employee fatalities			
Americas and Asia Pacific	1	1	0
U.K. & Ireland and Europe	0	1	0
Lost time incident rate (LTIR)			
Americas and Asia Pacific ³	1.43	0.97	0.77
U.K. & Ireland and Europe ⁴	2.40	2.14	1.94
Fleet safety			
Crash rate (per thousand miles)			
Americas and Asia Pacific	N/A	N/A	N/A
U.K. & Ireland and Europe ⁵		0.2	0.15
Number of road accidents and incidents			
Americas and Asia Pacific ⁶	68	65	65
U.K. & Ireland and Europe ⁵		72	49

¹ Data disclosed is for the associated year ended December 31.

² Rates are calculated based on 200,000 hours worked.

³ Americas and Asia Pacific LTIR is a subset of Total Recordable Incidents, including only those with Lost Time or Restrictions.

⁴ Rates take into account statutory requirements in various U.K. and European countries for time off after an incident.

⁵ GXO began using a new internal methodology in 2023 for calculating Vehicle Incident Reporting. The new methodology is based on an updated incident reporting threshold and will result in lower figures moving forward. In 2023, under the new methodology, crash rate (per thousand miles) in U.K. & Ireland and Europe was 0.2, and the number of road accidents and incidents was 72. GXO will be using the new methodology to report fleet safety in 2024 and subsequent years.

⁶ All accidents for Department of Transportation drivers in the U.S. and equivalent in countries outside of the U.S. in the Americas and Asia Pacific region.

