

A photograph of two people, a woman on the left and a man on the right, seen from the back and side. They are wearing high-visibility orange safety vests with reflective silver stripes. The vests have the 'XPO Logistics' logo printed on the back. The woman has her hair in a ponytail and is looking towards the man. The man is looking forward. The background is a blurred industrial or outdoor setting.

People and Culture

We're collaborators, contributors and problem solvers. Our company is innovative because we're motivated to make a difference for our customers, colleagues and communities. We maintain this dynamic culture by fostering a supportive, safe work environment that promotes teamwork and professional growth. We seek out talented individuals who want to join us in making an impact globally and locally.

Community Engagement



We take pride in contributing to our communities. In 2019, there were hundreds of examples of XPO and our employees giving back to the communities where we live and operate. For example:

- Inspired by our employees, XPO partnered with the [Susan G. Komen Foundation](#), a leading non-profit breast cancer organization, in the fight against breast cancer. With this partnership, we added Komen's iconic pink ribbon to company trucks to carry awareness throughout the country and remind our employees to do routine testing.
 - In recognition of Black History Month, XPO co-sponsored two signature events for the National Civil Rights Museum in Memphis, Tennessee – Night at the Lorraine and the Ruby Bridges Reading Festival – and invited employees and their families to join the celebrations.
 - *United in Giving and Feeding America* are annual food drives spearheaded by our UK and US teams. Over the 2019 holidays, more than 8,700 employees in the UK collected food and raised funds for families in need, stocking 35 food banks with more than seven tons of food and setting a new record for that campaign.
- In addition, three corporate offices in the US donated a total of 8,408 pounds of food, enough for more than 7,000 meals.
- XPO partnered with [Operation Backpack](#), a community service of non-profit Volunteers of America of Greater New York, to deliver new backpacks and school supplies to 19,000 children living in shelters.
 - In France, XPO employees collected more than 600 toys and books during an annual drive in partnership with our company's LTL transport agencies. XPO donated the items, as well as trucking and pallet distribution services, to the Emmaüs Association.

Community Engagement

- We expanded our 14-year partnership with [Elves & More of Northeast Ohio](#), a non-profit that gives children in need new bicycles. Elves & More was co-founded by Tim House, who asked his childhood best friend and XPO driver, Joe Caliri, to help him manage the non-profit's logistics. XPO has been the transportation partner of Elves & More since its inception.
- XPO partnered with [Girls With Impact](#), an entrepreneurship program for teenage girls, to support high schoolers in developing skills that put them on the road to becoming business leaders.
- Our Supply Chain team raised nearly \$100,000 and granted 15 "wishes" to families in central and western North Carolina, marking the fourth year we've sponsored Make-A-Wish® Foundation.
- The sixth annual *Fill the Truck for the Veterans, Kittens & Pups*, our annual drive in Rockford, Illinois for animal welfare, collected a record 40,000 pounds of pet food and accessories, in part through a \$30,000 donation in goods from The Pound Bakery, a pet treats manufacturer. *Fill the Truck* was founded six years ago by XPO truck driver and US Army veteran Donald Rolon. All donations go to local animal shelters and Circle of Change, a non-profit that trains companion dogs for military veterans with brain disorders.
- For the second year running, **XPO Cares**, a special fund maintained by employee donations and company contributions, provided financial assistance to employees affected by natural disasters. **XPO Cares** helps ensure that our employees and their families have the financial assistance they need in the immediate aftermath of a natural disaster.



Memphis employee Rosiland Gilmore and her granddaughter, Lilliana McLaren, visit the National Civil Rights Museum during the Ruby Bridges Reading Festival.

Community Engagement

“Susan G. Komen is committed to achieving our vision of a world without breast cancer. As we work to make that vision a reality, we are committed to saving lives and supporting those facing the disease today, but we cannot accomplish this work alone. We must leverage the resources of corporate partners committed to the cause to mobilize action, engage their network and employee base and fuel support,” said Christina Alford, Senior Vice President, Development at Susan G. Komen. “XPO Logistics is a great example of a partner championing the cause by leveraging their transportation capabilities to support the Komen 3-Day and recruiting employee fundraising teams across the country. We are deeply appreciative of XPO and all of its employees for their commitment to the breast cancer community.”



XPOLogistics

Let's Move the World Forward.

Learn more about XPO's purpose-driven initiatives at sustainability.xpo.com