

**XPO**Logistics

**WORKFIT**<sup>®</sup>  
Connecting employers and employees



05/11/19

**XPO-Workfit**

## Where did it all begin?

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### GOOD MORNING ALL

My Name is Keith Mayne and I am the General Manager responsible for the ASOS contract and all and everyone on the Barnsley Site.....this is me below



London Marathon 2013 and the face of the fundraising page on the DSA Website – an amazing reward for me on my return from London

## XPO Logistics – Barnsley

- The site is approx. 2.2 Million Sq Ft in size benefitting from 2 highbay storage areas and 5 floors of mezzanine with an excess of 26 Million units on site
- The site is operated by XPO Logistics
- We shipped last year in excess of 120 Million Units to the online customers and this year it will increase to over 135 million units
- We operate 24/7
- There are over 4000 colleagues on site
- So Why did I start working with the team at Work-Fit?

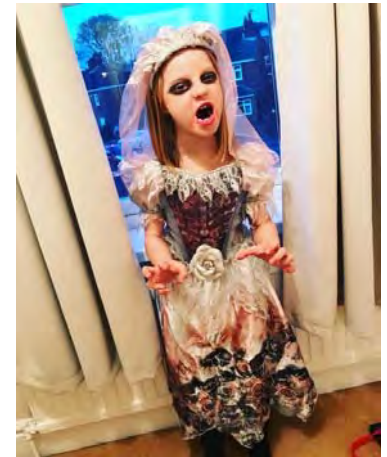


## Where did it all begin?

### DOWN2EARTH MAGAZINE

Due on 11-11-11 my daughter **Amelia Hope Mayne** who was actually born On the 23<sup>rd</sup> November 2011 (Sagittarius and stubborn like her daddy) my life changed forever as after a few days in Pinderfields SCBU it was confirmed that Amelia had an extra chromosome and diagnosed as having Trisomy 21

She has been my greatest teacher!!!!



## Where did it all begin?

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I'VE GOT A CRAZY IDEA, DO YOU THINK WE CAN DO SOMETHING WITH THIS?

**31<sup>st</sup> October 2017**

Myself and the People Manager Caroline arranged a meeting with the Workfit coach for our area; Cat, we walked the site and looked at the end to end operation. The tour was very positive and allowed Cat the opportunity to match our environment to the individuals wanting to work

After impatiently waiting the call came.....it was Cat

“I've found someone who I think would suit the environment, his name is Sam”



## Our first colleague

Sam Doran started with us on the 1<sup>st</sup> July 2018 he has recently increased his hours of work and Sam's sister has also recently joined XPO



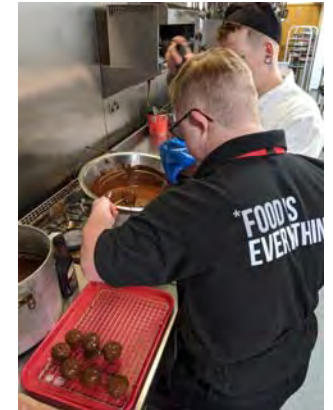
Barney Ankers started with us on the 1<sup>st</sup> November 2018. both Sam & Barney currently work in the same area and induct the products into pouches ready for the items to be packed for the asos customer



## Our newest colleagues



Luke Ensor started with us on the 14<sup>th</sup> August 2019, Luke doesn't work directly for my team. He works in the site staff restaurant employed by Catermasters. In a team of around 20 colleagues only the chef is more qualified than Luke and he has settled into the site incredibly well



### Doncaster ASOS (November 19)

- Christian Ashton Age 17
- Currently at Heatherwood School completing Maths, English and ICT
- Working towards accreditation with Princes Trust

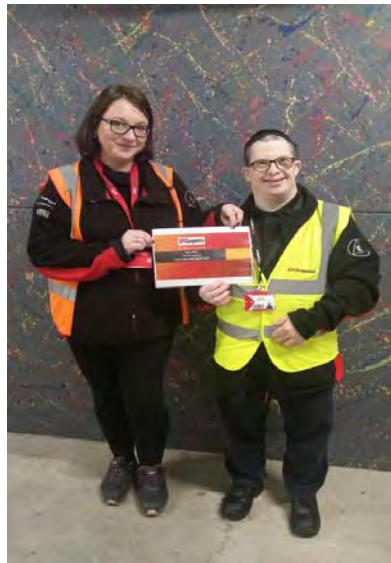
## Trafford Park Manchester

The site is responsible for the service of Misguided, an on line fashion retailer. We employ over 650 colleagues rising to 1,100 at Christmas time.

We joined up with work fit in December 2018 and from there;

Aaron walker joined us on the 6 Feb 2019. Aaron initially started working on cardboard recycling where he became very knowledgeable to the point he could train other XPO colleagues. Aaron is now multi skilled and is fully trained in Returns processing and Quality control.

Aaron started with us working 6 hours per week but quickly decided he wanted to move to 9 hours. Aaron will be moving up to 12 hours per week from December 2019



Luanne Horton, Grace Dennison and Jack Lee all joined on the 25 April 2019. XPO met with all colleagues and parents to understand what skill sets each of them had, from their a role was devised that fits them as individuals and the needs of the business.

Luanne works in our returns processing department currently working 4 days per week, 12 hours. Luanne has picked this up very quickly and has integrated very well in to the team.

Grace joined our HR department working 1 day per week as she also has other employment, over the next few weeks she will move on to 2 days per week assisting the team with filing, destroying confidential documents and labelling folders for other XPO colleagues.

Jack joined our inbound department unloading product off the back of containers, he works 2 days per week and his effort is incredible, Jack has made some very good friends who he also contacts and socialises with outside of work. His team mates always tell me "Please tell him to slow down or he will put is all out of work". His personality is infectious and work ethic second to none



## Trafford Park

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XPO Manchester are working closely with local learning centres for older children with learning disabilities and are looking at starting work placements in 2020, this will provide some key development for when they are old enough for full employment then hopefully transition into a roll on site.

We are working closely with Remploy to ensure the site is disability friendly in all areas of the shop floor so recruitment can start in this area, at present we are only really geared up for workers with a disability in office areas.

## Marston Gate

- A new fulfilment site in the UK, located close to London to service same day and next day eCommerce customers. Operated by XPO Logistics the site went live in February 2018.
- We shipped last year in excess of 3 Million Units to adidas customers and this year it will increase to over 5 million units.
- Up to 500 colleagues work at the site



Sam Goodyear  
1<sup>st</sup> July 2019

Currently working 3 days a week within the FC in the packing team on both Retail and E-commerce

XPO - WORKFIT

## Thank you for listening

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**Impossible** is a word to be found only in the dictionary of fools. It is **impossible** to win the race unless you venture to run, **impossible** to win the victory unless you dare to battle. Who so loves believes the **impossible**. The only way to discover the limits of the **possible** is to go beyond them into the **impossible**.



## XPO Worldwide

# \$17.28 Billion

2018 REVENUE

**100,000**

employees

**1,537**

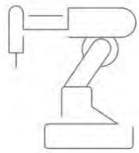
locations

**30**

countries

**50,000**

customers



**1,800**

Technologists



**> \$550M**

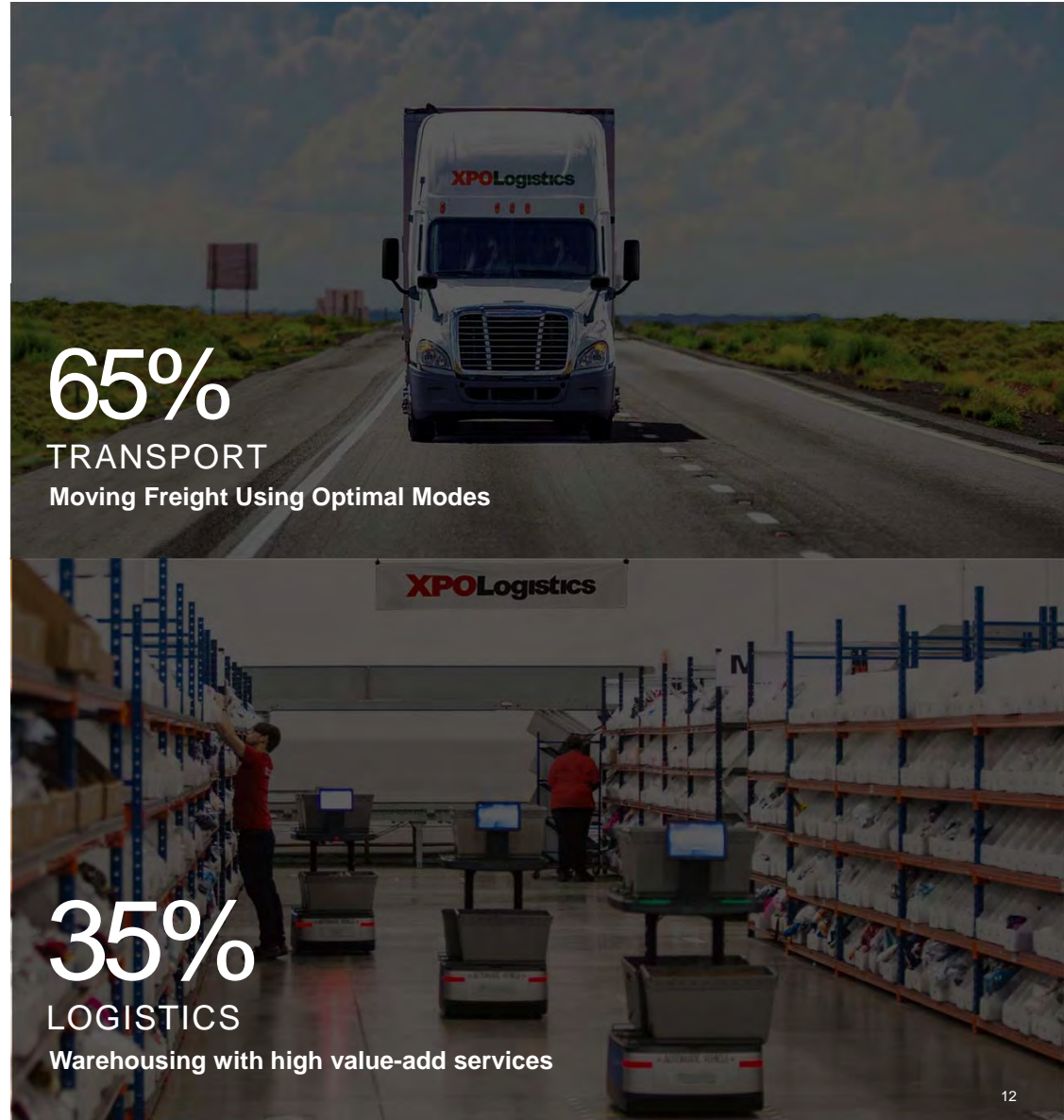
Annual  
Technology Spend



**>100**

Big Data  
Scientists

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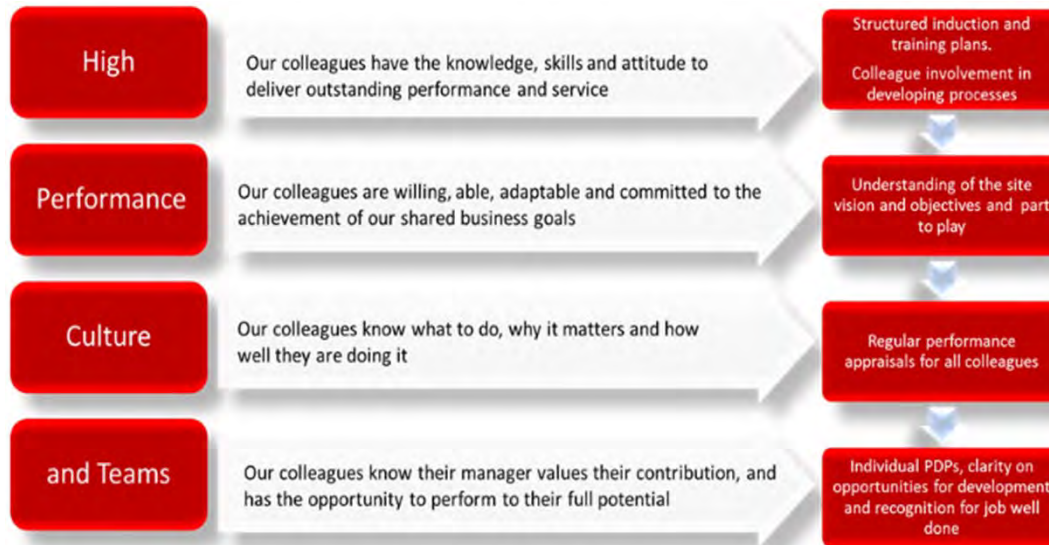


# People are the backbone of our business

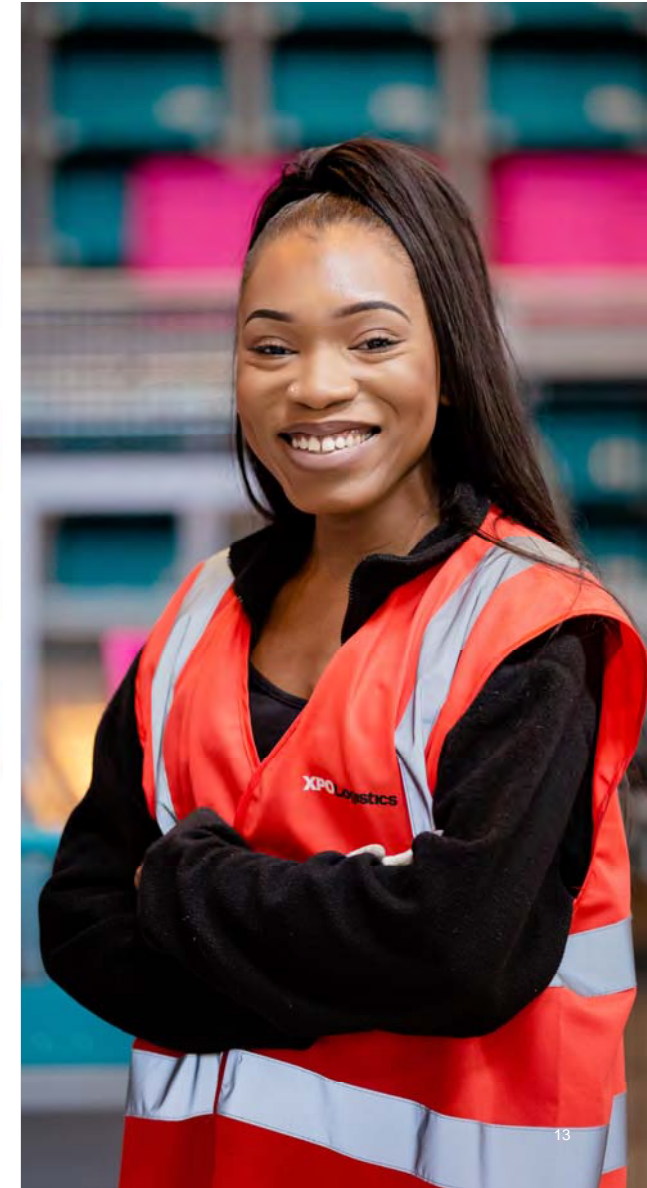
Almost **60%** of key positions filled through internal promotion

Integrating and retaining young talent through our graduate programme

**3,000**  
UK managers trained



**Training is a key**  
to our success  
– You Grow, We Grow  
ethos



Our values drive our people. Our people drive our business.

As a global leader in our industry, we have a responsibility to set an example that is beyond reproach. Our XPO values are the heart of our culture.

They are the reasons why our customers and investors believe in us.

## Our Values...

*"principles that guide our thinking and behaviour"*

**Safe**

**Respectful**

**Entrepreneurial**

**Innovative**

**Inclusive**

# **XPO**Logistics

Let's Move the World Forward.

Watch these videos:

**XPO Grand Central working with DSA WorkFit:** [https://youtu.be/\\_RTFpnJ0znU](https://youtu.be/_RTFpnJ0znU)

**XPO Barnsley working with DSA WorkFit:** <https://youtu.be/Pghdn4Fu4P0>