

# XPO LOGISTICS

→ Formal notice served

1 OCTOBER 2020

## THE ISSUE

The multinational road transport and logistics company XPO Logistics Europe, a subsidiary of the US group XPO Logistics, has been under formal notice since 1 October 2019. Companies cannot subcontract their responsibilities or outsource their due diligence: this is the message being sent to XPO Logistics Europe, which outsourced 54.8% of its activities in 2018. XPO reportedly aims to become an unstaffed company – as evidenced by its recent efforts with Nestlé to open a fully automated distribution centre of over 59,000 square metres in the UK. It is feared that its real aim is to shirk all responsibility for outsourced, temporary and subcontracted workers and their working conditions.

## ACTORS

The lawsuit against XPO Logistics was filed by Logistics International Transport Workers' Federation (ITF), the European Transport Workers' Federation (ETF) and the XPO Global Union Family.

**XPO**  
Logistics



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## CASE DESCRIPTION

XPO Logistics Europe was expelled from the UN Global Compact in May 2019 for failing to report on the progress it had committed to making in the area of responsible and sustainable practices. In the wake of complaints raised over several years by the XPO Global Union Family, the ITF has repeatedly tried to get XPO's CEO to commit to guaranteeing global employee protection. XPO has successfully avoided questions and has always refused to engage on the issue.

ITF Legal Director Ruwan Subasinghe stresses the importance of this legal action: *"This is a historic move. It is the first time that unions from around the world have come together to serve notice to a multinational company and thereby force it to meet its legal obligations in the area of human rights and due diligence. Our lawsuit will have repercussions not only in France, but also in the company's relations with its suppliers and subcontractors throughout the supply chain, wherever they are in the world."*

*"The global trade union movement has lobbied hard for workers in supply chains to have recourse to the law and take their grievances directly to the company at the top of those chains, and that's what we've managed to achieve in this case."*

*"The message is clear: hiding behind outsourcing is not a viable model. Laws such as this empower workers to demand transparency and action, and they will not hesitate to use them."*

