

#IWD2025

#SUPPLYCHAINLEADERS
HONORING HER POWER
CELEBRATING WOMEN IN SUPPLY CHAIN THIS IWD

March 8th, 2025

#WomenInSupplyChain - Inspiring a connected and equitable future



Unite and Inspire: International Women's Day

On March 8, people worldwide celebrate International Women's Day (IWD), which serves as a tribute to the cultural, political, and socioeconomic accomplishments of women. The day focuses on raising awareness of women's rights, promoting gender equality, advocating for reproductive rights, and addressing the issue of violence and abuse against women.



Over the past several decades, women have made steady, if slow, advances in many workplaces, including the logistics and supply chain sectors.

About 39% of full-time employees in a supply chain role are female, up from 35% in 2016, finds a survey by Gartner and Achieving Women's Excellence in Supply Chain Operations, Management & Education (AWESOME), an organization focused on advancing women's supply chain leadership.

Like their counterparts in many other professions, women have steadily advanced within the logistics and supply chain sector over the past few decades. In this edition we have Denise Kopko as reference to embrace the power of woman in Supply Chain.



REFERENCE: INBOUNDLOGISTICS

Women in Supply Chain Management: Shaping the Future of Industry



Breaking barriers in a male-dominated industry requires resilience, confidence, and a willingness to challenge the status quo.
Denise Kopko, Vice President of Operations, Supply Chain, and Logistics at Veolia, shares her experience tackling these challenges head-on and the lessons she's learned along the way.

> *Early in my career, we had a train derailment and I was called into the Vice President's office. His feet were up on the desk, his shoes were off, and he asked me to get him a cup of coffee.*
>
> *I decided to stand my ground, and said, "I just spent four years putting myself through college and it wasn't to get you a cup of coffee. If you'd like to discuss the reason I came into the office, let me know, and I'll be glad to talk to you about that."*
>
> *He cracked up laughing and said, "You've got some backbone now, don't you?"*

That moment became a turning point for Denise. It taught her the importance of standing up for herself and setting boundaries, even in intimidating situations.

It served as a reminder that confidence and integrity are powerful tools for navigating any challenge.



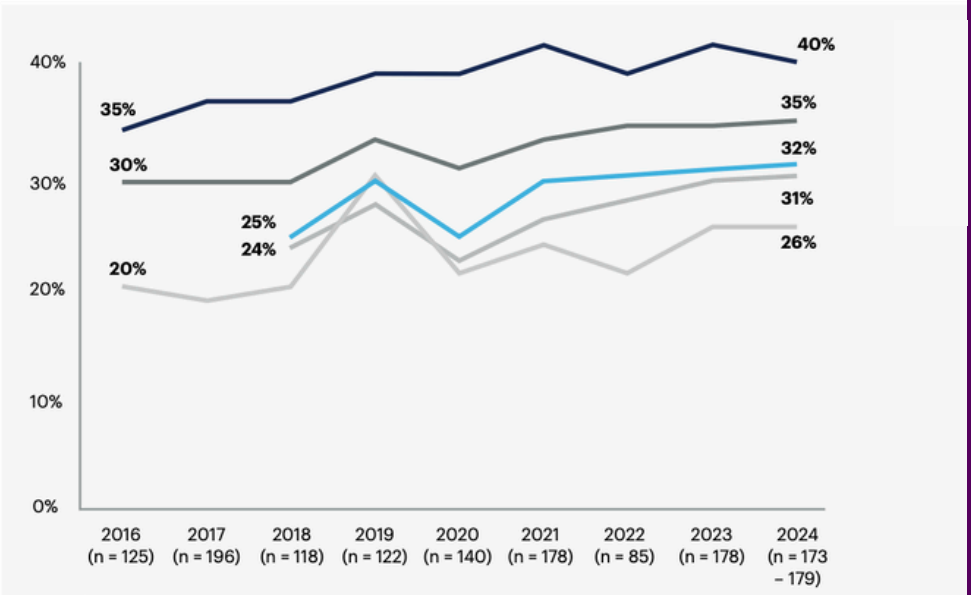
DENISE KOPKO

VICE PRESIDENT, OPERATIONS, SUPPLY CHAIN AND LOGISTICS AT VEOLIA

REFERENCE: INBOUNDLOGISTICS

Opportunities for women in logistics and supply chain will continue to grow. Organizations are going to continue to optimize the efficiency and profitability of their operations. So the demand for innovative thinkers and creative problem-solvers in supply chain is on the rise.

Figure 1: Representation of Women in Supply Chain Is Stable Across Levels



n = end-user respondents
Q. Thinking about all the full-time employees in your supply chain organization/business unit, what percentage is female?
Q. (Managers/Supervisors), Q. (Senior Managers), Q. (Directors), Q. (Vice Presidents)
Notes: 2016 and 2017 Senior Managers and Directors not available. 2019 onwards excludes annual revenue <US$100 million.
Source: 2024 Women in Supply Chain Survey

Empowered Women, Ethical Leaders: Honoring Women's Day

Lead with Integrity

Success isn't just about reaching the top—it's about how you get there. Stay true to your values, be honest in your work, and make decisions that align with what's right, even when no one is watching.

Stay Confident in Your Abilities

Trust your expertise and don't let bias or stereotypes shake your confidence. Your skills and knowledge speak for themselves.

Women can overcome challenges and lead the way for future generations in the industry.

Building tomorrow's supply chain, powered by the women of today



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Let's keep innovating!