

Deutsche Post DHL Group Occupational Health & Safety Policy Statement

Deutsche Post DHL Group

The health and safety of our employees is the foundation of success for Deutsche Post DHL Group. "Safety First" is our approach to Occupational Health & Safety (OHS). We promote the health and safety of all our employees through a supportive work environment.

At DPDHL we are focused on meeting the needs of our stakeholders. By connecting our global and cross-divisional expertise we strive to identify and implement best practices for the health and safety of our employees and those who are affected by our activities.

With our OHS activities, we support our three bottom lines:

- **Employer of Choice**

Providing a safe, healthy and productive work environment for our employees.

- **Provider of Choice**

Complying with relevant legal and regulatory requirements, thereby ensuring business continuity to our customers through the consistent application of health and safety related processes.

- **Investment of Choice**

Securing our growth and earnings by ensuring that the health and safety of employees are respected across the globe, in line with our guiding principles of Respect & Results.

Occupational Health and Safety is a leadership responsibility. Acting responsibly includes the active participation of all managers, supervisors and executives in the definition of workplace related risks and the clear delegation of responsibility in dealing with these risks.

Core Elements of the Deutsche Post DHL Occupational Health & Safety Policy

- 1) Safety First. The observance of health and safety requirements takes priority over the perspective of short-term economic gains or savings.
- 2) Workplace health and safety requirements are recognized and taken into account in all operational activities, including the planning phase of these activities. This includes compliance with applicable rules and regulations as well as respect for social norms and generally accepted business practices and safety standards.
- 3) We involve and engage our employees in the implementation and enhancement of workplace safety activities and initiatives.
- 4) We support and encourage our managers and employees to take a preventive approach with their OHS activities, primarily focussed on safe behaviour and the design of a healthy and safe workplace environment, including the implementation of associated processes and procedures.
- 5) We strive to enhance the health and safety of our employees through constant training, incident reporting, education, qualification and information on OHS topics.
- 6) In support of this OHS policy we will continue to develop and enhance the OHS management system. It will be continuously re-examined through audits and a continuous improvement process.
- 7) We work together with our customers, suppliers and business partners to fulfill these policy principles and require all suppliers to apply them as they are stated in the DPDHL Group Supplier Code of Conduct.

The divisions and legal entities of DPDHL are responsible and accountable for the implementation of the DPDHL Group Occupational Health & Safety policy. All related activities will be supervised by the company's Operations Board and ultimately by the Corporate Board.




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