



# MODERN SLAVERY STATEMENT

Deutsche Post DHL Group, our parent company with more than €7 billion in revenue in 2016, is the largest postal services provider in Europe and the world's leading logistics Group. Our global business is organised into four divisions: Post - e-Commerce - Parcel, Express, Global Forwarding & Freight, and Supply Chain.

Deutsche Post DHL Group has a Group-wide Code of Conduct, which is guided by the principles of the Universal Declaration of Human Rights and the UN Global Compact. In its chapter "Human Rights" it is explicitly stated that "we are clearly committed to the elimination of all forms of forced or compulsory labour and to the effective abolition of child labour."

## Code of Conduct

The Code of Conduct provides the guiding principle for all of our company's business practices. Adherence to the Code of Conduct is monitored by our Compliance organisation. Violations can be reported through multiple channels, including a dedicated Compliance Hotline. We also provide online training to educate employees about the Code of Conduct; the Code and training is currently available in 21 different languages.

## Supplier Code of Conduct

Our Supplier Code of Conduct forms the basis for supplier relations. The Code places our suppliers under obligation to observe the strategic goals and values of Deutsche Post DHL Group and to ensure that their own business partners and subcontractors adhere to our standards as well. The Supplier Code of Conduct is available in 26 different languages and Suppliers are offered access to an interactive training module.

## Monitoring

We conduct compliance tests on our suppliers and business partners on a random basis. If, upon further investigation, a violation of our Supplier Code of Conduct is confirmed, the supplier in question must bindingly commit to address and remedy non-compliant behaviour as quickly as realistically possible and follow-up evaluations are conducted. If the supplier fails to meet our requirements, either in part or in full, further action is taken; in some cases, this can mean the termination of a business relationship.

DIRECTOR

DIRECTOR

DIRECTOR

DIRECTOR

DIRECTOR

**Ian Wilson**

**Paul Dyer**

**Michael Young**

**Peter Fuller**

**Tony Cooper**

CEO DHL Express  
UK & Ireland

CEO DHL Supply  
Chain UK & Ireland

CEO DHL Global  
Forwarding UK &  
Ireland

CEO UK Mail Ltd

MD Deutsche Post  
DHL Group UK &  
Ireland