



DHL Freight commits to the **ISO 45001** Occupational Health & Safety (OHS) management principles¹.

We strive to provide safe and healthy workplaces, by preventing work-related injury and ill health, as well as by pro-actively improving our OHS performance.

The Freight Management Board (FMB) takes its health and safety responsibilities extremely serious. Embedded in our Freight 2025 Strategy we prioritize further improving the experience of our employees by ensuring a safe working environment.

Through its line management teams and functional leads, we demonstrate clearly the commitment to consistent execution of our strategies, programs and missions by

- Taking responsibility to take health and safety leadership in our daily business
- Assessing and managing risks across our business activities to mitigate injury and ill-health
- Establishing minimum performance standards and basic safety rules for operational locations, compatible with legal requirements and industry norms.
- Learning from incidents and near misses through open reporting and root cause analysis leading to an appropriate corrective and/or preventative action.
- Eliminating unsafe acts and conditions by establishing an inclusive and proactive safety culture
- Working with our staff, contractors, and customers to promote best practice and continuous improvement
- Establishing a process to capture and report People KPIs consistent with DPDHL HR guidelines
- Auditing, monitoring and reviewing health and safety performance at operational locations and within overall DP DHL KPI reports.

We expect everyone to comply with our basic safety rules and procedures and actively participate in ensuring we ALL remain safe and healthy at work.

This policy is applicable to all countries, business units, sites that operate within DHL Freight and its subsidiaries. Our policy is subject to regular reviews by the leadership.

Bonn, October 5th, 2020

A handwritten signature in black ink, appearing to read 'Uwe Brinks'.

Uwe Brinks
CEO
DHL Freight

A handwritten signature in blue ink, appearing to read 'Thomas Vogel'.

Thomas Vogel
COO
DHL Freight

¹ Health and safety management principles described in **ISO 45001**: health & safety- risk-management approach; leadership; engagement of people; improvement; evidence-based decision making; relationship management