



Annex 3

Code of Conduct / Main Principles for Suppliers to the GENERAL TERMS AND CONDITIONS FOR CARRIERS

Deutsche Post DHL is a global and multicultural group, offering worldwide Mail, Express and Logistic services. We are fully aware of the responsibility we bear toward our customers, shareholders, employees and the communities in which we work. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings.

We expect all our suppliers, i.e., all companies who do business with any Deutsche Post DHL company, to adhere to the same ethical principles. For this purpose, Deutsche Post DHL has drawn up this Supplier Code of Conduct, which sets the standards for doing business with a Deutsche Post DHL company.

Laws and Ethical Standards

The supplier shall comply with all laws applicable to its business. The supplier should support the principles of the United Nations Global Compact, the UN Universal Declaration of Human Rights as well as the 1998 International Labour Organization Declaration on Fundamental Principles and Rights at Work, in accordance with national law and practice. This especially applies to:

- **Child Labor**

The supplier employs no children under the age of 15. If national laws or regulations allow children between the ages of 13 and 15 to perform light work, such work is not permitted in any case if it would hinder a minor from the completion of compulsory schooling or training, or if the employment would be harmful to their health or development (reference: ILO Convention 138(7)).

- **Forced Labor**

The supplier shall make no use of forced or compulsory labor.

- **Compensation and Working Hours**

The supplier shall comply with the respective national laws and regulations regarding working hours, wages and benefits.

- **Discrimination**

The supplier does not discriminate on the basis of race, religion, disability, age, sexual orientation or gender.

Health & Safety

We expect our suppliers to strive to implement the standards of occupational health and safety at a high level.

The supplier complies with applicable occupational health and safety regulations and provides a work environment that is safe and conducive to good health, in order to preserve the health of employees and prevent accidents, injuries and work-related illnesses.



Business Continuity Planning

The supplier shall be prepared for any disruptions of its business (e.g., natural disasters, terrorism, software viruses, illness, pandemic, infectious diseases).

This preparedness especially includes disaster plans to protect both employees as well as the environment as far as possible from the effects of possible disasters that arise within the domain of operations.

Improper Payments/Bribery

The supplier shall comply with international anti-bribery standards as stated in the United Nations Global Compact as well as local anti-corruption and bribery laws. In particular, the supplier may not offer services, gifts or benefits to Deutsche Post DHL employees in order to influence employee conduct in representing Deutsche Post DHL .

Environment

The supplier shall comply with all applicable environmental laws, regulations and standards as well as implement an effective system to identify and eliminate potential hazards to the environment.

We expect our business partners to strive to support Deutsche Post DHL's climate protection goals through the products and services they deliver (e.g. by providing relevant data on climate protection).

In this regard, we also expect our suppliers to take climate protection appropriately into account in their own operations, for example by setting climate protection goals for themselves and achieving them.

Business Partner Dialog

The supplier shall communicate the principles stated in the Code and detailed above to its subcontractors and other business partners who are involved in supplying the products and services described in the main contract. The supplier shall motivate such parties to adhere to the same standards.

Compliance with the Supplier Code of Conduct

Deutsche Post DHL reserves the right, upon reasonable notice, to check compliance with the requirements of the Supplier Code of Conduct. Deutsche Post DHL encourages its suppliers to implement their own binding guidelines for ethical behavior.

The supplier encourages its suppliers to adhere to the ethical standards, human rights, health and safety standards and environmental standards upon which this agreement is based, as part of fulfilling their contractual obligations.

Any breach of the obligations stipulated in this Supplier Code of Conduct is considered a material breach of contract by the supplier.

Published on 27.07.2018