Occupational Health & Safety Mission and Policy Statement

OUR OHS MISSION

We aim to be „best in class" within our industry in the area of Occupational Health & Safety by...

... establishing a „Safety First" Culture throughout our organization

... empowering and engaging our employees on all levels to focus on their own and their colleague's safety

... grasping opportunities to learn and ensure continuous improvement whenever and wherever the safety of our people is at risk

... ensuring our people go home safe to their families each and every day

Safety First. That's just how we work.

OUR OHS POLICY

The health and safety of our employees is the foundation of success for DHL Group. "Safety First" is our approach to Occupational Health & Safety (OHS). We promote the health and safety of all our employees and remain committed to providing a supportive work environment. "Safety First" is a core element of the DHL Group Strategy 2025.

At DHL Group 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 fulfilling work environment for our employees.

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

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

Occupational Health and Safety is a key aspect of good leadership. This includes the clear delegation of responsibilities in dealing with occupational health and safety risks and opportunities.

Core Elements of the DHL Group Occupational Health & Safety Policy

1. Safety First. We think about Safety in everything we do. The observance of health and safety requirements takes priority over economic gains or savings.
2. Occupational 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, generally accepted business practices and safety standards.
3. Safety is everyone's responsibility. 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 promote safe and healthy working conditions for the prevention of work related injury and ill health. This includes the implementation of effective processes, procedures and technologies to minimize and/or eliminate hazards, and the use of First Choice tools.
5. We strive to enhance the health and safety of our employees through regular training, education, and qualification, and encourage open incident reporting which allows us to communicate information on OHS topics and share best practices and lessons learned.
6. In support of this OHS policy statement and to provide a framework for setting OHS objectives, we will continue to develop and enhance the OHS management system, the Safety First Framework. It will be continuously re-examined through a continuous improvement process.
7. We work together with our customers, suppliers and business partners to fulfill these policy precepts and require all suppliers to comply with the principles as stated in the DHL Group Supplier Code of Conduct.

The divisions and legal entities of DHL Group are responsible and accountable for the implementation of the DHL Group Occupational Health & Safety policy statement, the governance of which will be supervised by the company's Operations Board and ultimately by the Corporate Board. Safety is an integral part of the regular management review which ties into the reporting of non-financial indicators to external stakeholders.

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Bonn, 24.01.2024