

DEIB

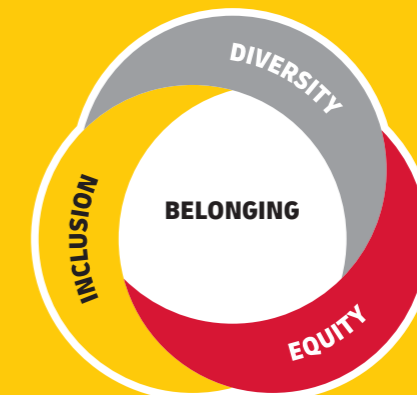
STATEMENT

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DHL Group, the world's leading logistics company, employs around 590,000 people in over 220 countries and territories worldwide. By passionately serving our customers' needs and responding to global challenges with our core logistics competencies, we fulfill our purpose of "Connecting people, improving lives." Our values "Respect & Results" strengthen collaboration among our employees and foster an environment where everyone belongs.

This Diversity, Equity, Inclusion and Belonging Statement complements DHL Group's Code of Conduct, the basis and benchmark for all guidelines and regulations that ensure responsible and ethically irreproachable conduct within the Group.



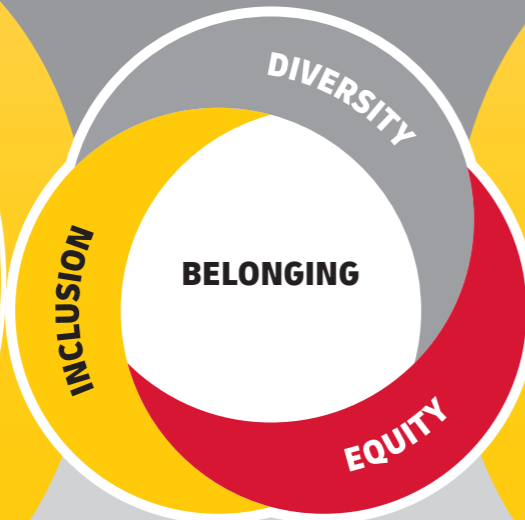
OUR UNDERSTANDING OF DEIB

DIVERSITY

Diversity embodies all the differences and similarities such as gender, ethnic and national origin, race, religion, age, disability or sexual orientation that make us unique individuals. This includes bringing together people with diverse backgrounds, skills, experiences and perspectives across all levels of an organization.

INCLUSION

Inclusion is about creating and maintaining a work environment in which all individuals feel welcomed, respected and valued, regardless of who they are.



EQUITY

Equity is about providing individual levels of support and opportunities to meet the different needs of each and every employee. Equity also refers to the fair treatment for all by identifying and eliminating inequities and barriers.

BELONGING

Belonging is about feeling comfortable and connected at work and enabling people to contribute to shared and meaningful purposes. This creates safe environments where everyone can bring their authentic self to work.

OUR COMMITMENT



As a company powered by people, Diversity, Equity, Inclusion and Belonging (DEIB) is a topic that is at the heart of everything we do at DHL Group. By actively promoting DEIB, we develop the best workforce, drive innovation and enable our people so that everyone can make a difference with their contributions.

Diversity, Equity, Inclusion and Belonging play a critical role in our Group strategy. DEIB is an essential part of our Sustainability Roadmap and is strongly connected to our aspiration of becoming a great company to work for all. We take conscious action to provide a safe, inclusive and engaging working environment for all our employees.

We want to be a place where everyone feels comfortable and connected at work, while contributing to a shared and meaningful purpose. This includes a sense of psychological safety and the feeling of being treated fairly and respected. And it fosters an environment in which everyone can bring their authentic self to work.



OUR SCOPE

This Statement applies Group-wide and encourages our employees to take individual responsibility and stand together to promote a culture of inclusion and belonging. Our leaders have a special role to play here. We empower our leaders to role model inclusive behaviors that foster an equitable work environment. We partner with our customers to work towards common DEIB objectives and with our suppliers through our Supplier Diversity Program. We collaborate with organizations to ensure our people reflect the diversity of the communities we operate and live in.

#iBelong

OUR AMBITION

AT DHL GROUP, EVERYONE BELONGS

OUR FOCUS



OUR PEOPLE

We take individual responsibility and stand together to promote a culture of inclusion and belonging



OUR LEADERS

We empower our leaders to role model inclusive behaviors ensuring an equitable work environment



OUR CUSTOMERS AND SUPPLIERS

We partner with our customers and suppliers to work towards common DEIB objectives in the countries we operate in



OUR COMMUNITIES

We collaborate with organizations to ensure our people reflect the diversity of the communities we operate in

OUR ENABLERS

DEIB Narrative

DEIB Standards & Equitable Processes in People Experience Journey

Employee Resource Groups

Measurement & Transparency

Driving collaboration through our **DEIB Governance Structure**

OUR APPROACH TO PROMOTE AND OPERATIONALIZE DEIB

1. We have a DEIB framework that defines the objectives, brings together all global DEIB activities and programs under one umbrella and defines the responsibilities for the implementation of DEIB.
2. We sustainably embed consistent messaging on DEIB through various communications and raise awareness among our employees and stakeholders.
3. We consider and integrate Diversity, Equity, Inclusion and Belonging in relevant processes, structures and platforms throughout our people experience journey such as recruitment, onboarding and development.
4. We strive to support our employees' expertise with a wide range of development opportunities, including training, that promote respect, trust, open dialogue and collaboration.
5. We aim to create safe spaces where employees can come together, raise awareness, offer support, and amplify employee voices about the needs of their communities through voluntary employee-led Employee Resource Groups known as Alliances@DHL Group.
6. We strive to make the progress of our DEIB activities measurable and to ensure transparency through internal and external communication.
7. We work together with our customers, suppliers and business partners to fulfill the principles of this Statement and require all suppliers to apply them as stated in the DHL Group Supplier Code of Conduct and DHL Group Supplier Diversity Statement. This enables us to deliver sustainable products and services that make our customers successful.

In promoting DEIB, we comply with applicable laws and regulations.

GRIEVANCE MECHANISMS

We encourage our customers, suppliers and employees to speak up if they feel that they are being disadvantaged or discriminated against. Our employees can address such concerns by contacting their manager, their HR department or the compliance hotline. Employees can reach the latter – where legally permissible also anonymously – by phone or using a web-based system. Further information is available in DHL Group’s Code of Conduct.

GOVERNANCE

The divisions and Group Functions of DHL Group bring the DHL Group’s Diversity, Equity, Inclusion and Belonging Statement to life. The progress of our DEIB measures is regularly discussed by the DEIB Board, HR Board and the Board of Management.

FINAL PROVISION

The DHL Group Diversity, Equity, Inclusion and Belonging Statement is adopted by the Board of Management on 12 June 2024.



FURTHER INFORMATION

- DHL Group Code of Conduct
- DHL Group Human Rights Policy Statement
- DHL Group Supplier Code of Conduct
- DHL Group Supplier Diversity Statement
- DHL Group Positioning on Inclusive Language
- DHL Group Data Privacy Policy
- DHL Group Reports (e.g., Annual Report)
- DHL Group Occupational Health & Safety Policy Statement
- DHL Group Health & Wellbeing Policy Statement

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In case of questions about the DHL Group Diversity, Equity, Inclusion and Belonging Statement, please contact the Group’s DEIB department diversity@dhl.com



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